

# Modern Slavery Act 2015

The Act requires businesses to disclose policies, plans and actions to address the issues of slavery and human trafficking in supply chains. The disclosures are intended to enable customers to make informed choices about the products and services they buy and companies they support.

Incisive Media Limited ('Incisive Media') is committed to maintaining and improving its supplier policies and processes to ensure that slavery and human trafficking are not taking place in any part of our business or within our supply chains.

## **Our business**

Incisive Media's Group companies publish a variety of print and digital B2B content and organise conferences and events to serve its target market.

In doing so, it relies on suppliers, who are scattered around the world. Key suppliers are those providing IT platforms to enable us to deliver our digital services, some of whom operate in countries in which the risk of forced labour is significantly greater than in the UK. It also organises events in various parts of the world which are dependent on third party providers of venues and facilities, each of which are further key suppliers. Their everyday operations are not necessarily conducted according to the moral and legal standards prevalent in the UK. This necessitates careful evaluation of such suppliers, which Incisive Media undertakes.

## **Supply Chain verification**

Incisive Media undertakes informal supplier selection procedures across all of its activities. These policies and procedures include risk assessments with reference to slavery and human trafficking. A key element of our supplier selection is to ensure that rigorous and effective anti-slavery and human trafficking warranties and undertakings are in place throughout our contracts with third party suppliers.

## **Supplier Certification**

Serious violations of our terms and conditions would lead to the termination of the business relationship Incisive Media enjoys with a supplier.

## **Internal Accountability**

Our internal accountability standards and procedures help us to ensure that all our employees conduct business in an ethical manner. Incisive Media requires its staff to comply with the laws of the countries in which we operate and with all Incisive Media's policies, including employee handbooks and standard operating procedures. Infringement of the law or company policies is subject to disciplinary action, up to and including termination of the employment contract.

## **Training**

At Incisive Media, we believe that training is an important part of effective human rights practices. We have instituted a programme of training sessions for key staff on human trafficking and slavery, particularly on mitigating risks within supply chains.

## **Awareness Raising**

Incisive Media invests in educating its staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Awareness of modern slavery issues is being communicated to staff both face-to-face and electronically.

Our employees are encouraged to identify, prevent and if necessary report potential slavery or human trafficking issues.

## **Board approval**

This statement has been approved by the Board of Directors.

A handwritten signature in blue ink, appearing to read 'Zhang', is written in a cursive style.