

2020 Modern Slavery Act Statement



Successful partnerships and positive impact

At Informa, our driving purpose is to help businesses and professionals to learn more, know more and do more. We are committed to, and proud of, the positive impact that the knowledge and connections we deliver can create for our customers, markets and communities.

At the same time, we recognise the responsibilities we have to our colleagues and broader communities and seek to address them in a comprehensive way, particularly with regards to employment and labour, the rule of law and ethical and sustainable business practices.

The circumstances of the COVID-19 pandemic during 2020 created some changes to our products and the way we work; most specifically, resulting in the postponement of a majority of our face to face events and limiting international travel.

The pandemic did not, however, change our commitments to responsible business practices or to embedding sustainability throughout the company.

We remain committed to ensuring that, as far as possible, modern slavery, child labour and human trafficking does not take place in our operations or those of our business partners, and we support broader industry and global efforts to eliminate these from business.

Further details of our policies, processes, practices and governance arrangements can be found in this report, and we welcome any questions on this matter.



Stephen A. Carter
Group Chief Executive



About this statement

This document comprises Informa's annual Modern Slavery Statement for the financial year ending 31st December 2020. It is published in accordance with the UK Modern Slavery Act 2015 and is a record of the actions taken by Informa Group Plc and its subsidiaries to prevent modern slavery, forced labour and human trafficking from its business operations and supply chain.

This Statement was approved by the Board of Directors of Informa Group Plc in December 2021 and is made on behalf of Informa Plc and all applicable subsidiaries, where the activities form part of the supply chain or business of Informa as a parent company. This includes Informa UK Limited, Informa Connect Limited, Informa Telecoms and Media Ltd and Informa Finance USA Limited. The full list of our subsidiaries can be found in [Informa's 2020 Annual Report](#).

About Informa

Informa's purpose is to champion the specialist, connecting people with knowledge to help them learn more, know more and do more.

Through business intelligence and analysis, in-person and virtual events, engaging online communities and marketplaces, data-driven marketing services, effective networking and partnering platforms or advanced peer review research, we champion specialists and connect individuals and businesses with the expert knowledge and valuable connections they need.

Informa is listed on the London Stock Exchange and is a member of the FTSE100 group of companies, with revenues of nearly £1.7bn in 2020. We have over 10,000 colleagues working in 30+ countries.

Informa's Guiding Principles

Our Colleagues across Informa are united by a common cultures and set of four Guiding Principles, which describe how we aim to work and behave.

Think Big, Act Small
Trust must be Earned
Success is a Partnership
More Freedom, Fewer Barriers

Governance of modern slavery

Informa's modern slavery programme is overseen by the Group and Divisional Compliance functions under the Head of Group Compliance. It is supported by Group functions including Legal, Sustainability, Human Resources and Internal Audit, and continues to be executed by operational and procurement teams in each of the Divisions. The Group General Counsel has oversight of the programme at the Executive Management Team level. Divisional leadership has oversight of applicable elements of the programme.

The programme sits within our Human Rights work, which is guided by the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights to Work: it forms part of the work we do, more broadly, to support and promote responsible business. We operate in compliance with local laws, are committed to respecting internationally recognised human rights standards, and follow the United Nations Guiding Principles on Business and Human Rights.



Colleagues & recruitment

Our business is wholeheartedly a people business. The way we succeed as a company is through the efforts, engagement and contribution of colleagues.

At the end of 2020, Informa employed 10,000 colleagues located across 40 countries, supported by just over 2,000 contractors. These contractors include contributors to our journals and other professional contractors including those providing a managed technology service.

Recruitment for both permanent and contract colleagues is managed by specialist teams within each division. We work to a set of consistent recruitment principles, which are designed to ensure fairness and avoid bias, and which were most recently updated in 2020 to enhance our processes around attracting diverse candidates. Over the last year, we have continued to develop our policies and statements around ensuring our recruitment processes avoid the risk of modern slavery. Informa's new Global Sustainability Policy, published in 2020, included a clear statement that we do not support recruitment that imposes financial burdens on candidates or workers, nor creates any form of bonded labour, in recognition of the modern slavery risks associated with recruitment fees.

Colleagues recruited to Informa are subject to identity checks and confirmation of their right to work in that location as part of the onboarding processes, including age and citizenship status checks where this is applicable.

Informa continues to be a Living Wage Employer in the UK.

Informa's businesses

Informa Connect delivers specialist content and live experiences through in-person events, virtual events and digital platforms and services, enabling businesses and professionals to meet, connect, learn and share knowledge. We have major brands in Finance, Biotech & Pharma and other specialist markets.



Informa Intelligence provides critical data and specialist intelligence to businesses looking to make better informed decisions, spot opportunities and gain competitive edge. We have major brands in Pharma, Finance and Maritime, with over 25,000 companies subscribing to our predictive and action-based insight and intelligence.



Informa Markets connects buyers and sellers and supports the flow of business and trade in over a dozen specialist markets. Our leading brands help businesses meet, discover products, trade and grow through major exhibitions, virtual events, digital marketplaces and specialist content and data services.



Informa Tech aims to inspire the global technology community to design, build and run a better digital world. Our leading tech brands provide research, media, training and events that inform, educate and connect businesses and professionals working in technology.



Taylor & Francis is specialist in scholarly research and in helping academic and research communities make new breakthroughs. We commission, curate, produce and publish scholarly research and reference-led content in specialist subject areas, helping to advance research and enabling knowledge to be discovered and shared.



Global Support is the team behind the teams, home to Informa's corporate functions and shared business services teams whose specialism enables our commercial businesses to focus on their markets and customers.



Engaging colleagues on modern slavery

Training

In April 2020, we rolled out new Code of Conduct training to over 10,000 colleagues as part of a Group-wide Compliance training month. All colleagues were required to complete training related to the content of our revised Code of Conduct, and to make a commitment to comply with its terms.

The mandatory training, available in nine languages, includes specific scenario-based content on modern slavery and child labour, focusing on responsible procurement and due diligence and the identification of key indicators of forced labour, with the intention of enhancing colleagues' awareness and ability to mitigate these risks in our supply chain and our own operations. The training also included details of how to contact the confidential reporting line, Speak Up.

Completion rates exceeded our previous KPIs, with over 70% colleagues successfully completing training within 30 days and over 95% completing it within the year.

New joiners

All new joiners are given Code of Conduct training as part of their Compliance induction training package on joining the company, alongside Health & Safety, Data Privacy and other role-specific courses.

Raising concerns

We recognise the importance of providing people with safe channels for communication, whether they are themselves at risk or a victim, or whether they have observed something that has caused them concern.

Speak Up

Everyone who works for us, with us, or who visits one of our events, has the opportunity to raise any concerns they have using our confidential whistleblowing line, Speak Up. Speak Up is hosted by a third party, Navex. Reporting is always in confidence and reporters may choose to remain anonymous, where this is permitted in law. To facilitate reporting, the line is available in multiple languages and users can also make use of free phone lines in over 18 locations. Colleagues and third parties are also encouraged to report directly to internal teams, including HR and Compliance, should they prefer to do so.

We provide details of how to contact the line on [informa.com](https://www.informa.com), and in all our Global Policies, our Code of Conduct and our Business Partner Code of Conduct. Business Partners are required to share the details of Speak Up with any of their employees who are working with us or on our behalf. Speak Up was the subject of regular internal all-colleague communications during 2020.



We are committed to **zero retaliation** against anyone making a report in good faith, or supporting an investigation. We extend this commitment to third parties who report concerns affecting our business.

Policies and Codes of Conduct

Informa's modern slavery programme is supported by a number of policy and process commitments which are included in our Code of Conduct and associated policies.

Our Code and Global Policies are available online and on our intranet. The modern slavery and child labour related content has been developed to address the areas of potential risk that are most relevant to Informa's business, including procurement, recruitment, and work conducted outside our offices.

How we work at Informa:

Our Code of Conduct

Informa's Code of Conduct sits at the heart of our Global Policies and provides clear information on our core commitments and expectations of behaviour and business practice, focused on our common set of principles and beliefs. The Code of Conduct, to which all colleagues are required to commit as part of mandated training, applies to everyone who works for Informa or on our behalf, including both permanent colleagues and temporary or contract workers.

The Code includes our commitment to respect internationally recognised human rights, together with a detailed section on modern slavery and child labour.

This section sets out our intent to seek to eliminate modern slavery, human trafficking, forced and child labour, together with due diligence and reporting requirements for colleagues engaging in recruitment, procurement or when working off-site. Our Code of Conduct is available [here](#).

Our Business Partner Code of Conduct

Our revised Business Partner Code of Conduct was rolled out in 2020, endorsed by the Group Chief Executive and is applicable to all Informa's business partners, including our suppliers, contractors and agents. The Business Partner Code, available in eight languages, contains newly-strengthened sections on modern slavery and on child labour, and is aligned to our colleague Code of Conduct.

Business Partners must not engage in, work with or subcontract to any third party that engages in the use of forced labour, child labour or any labour that makes use of human trafficking or restricts freedom of movement.

Our Global Sustainability Policy

Informa published a new Global Sustainability Policy in 2020, bringing together a number of existing commitments around our environmental and social activities and impacts, and enhancing our approach to responsible recruitment and procurement. It includes specific requirements for colleagues and partners engaged in procurement and recruitment, including a new commitment to the "employer pays" principle, avoiding recruitment which places a financial burden on candidates or workers.

Speak Up – our whistleblowing policy

Guidance on contacting our whistleblowing line, Speak Up, and on protections for those who report is included in all our Global Policies and both our Code of Conduct and Business Partner Code of Conduct. Our Speak Up Policy provides more details of all the reporting channels available, and the investigations process. All colleagues and business partners are able to access Speak Up. Business Partners are required, as part of the Business Partner Code of Conduct, to communicate details of the facility to anyone working on our behalf.

Informa's business partners & supply chain

Informa's international supply chain includes over 30,000 suppliers located in around 130 countries.

We set out to ensure that our partnerships are sustainable and of mutual benefit to all parties and expect our suppliers to work in a way that aligns with our own standards, guiding principles and goals. The services and areas in which we most commonly work with suppliers are:



IT and data services



Property and office



Event venues and construction



SMEs and partnerships



Professional services



Print and print management

Supplier management is overseen by specialist teams in the divisions, who work alongside Legal and other functions to manage our key business partnerships. Due diligence is carried out on a risk basis, determined according to each division's risk priorities, with enhanced due diligence focusing on strategic or high contract value partners. Our enhanced due diligence processes include checks on compliance, social responsibility and anti-exploitation of labour, and seek to identify other potential risk factors, such as financial dependency on the business relationship.

Our Business Partner Code is built into all our procurement processes, and we reserve the right to terminate any contract with a business partner if non-compliance with our policies is discovered and is repeated, severe or cannot be resolved.



Modern slavery & risk management

As a company, we seek to manage rather than avoid risk, and set out to identify and understand the risks we face as a Group and to develop and deploy appropriate and effective risk strategies to address them.

Risk identification and assessment

Risk arises both as a natural consequence of doing business and in the pursuit of our strategy. We have an established risk management framework that enables risk to be identified, assessed and addressed consistently, through a set of governance structures and policies which are set out in our Annual Report.

Our assessment of the risk of exposure to modern slavery follows the broader Group risk management processes, which we apply with consideration for specific modern slavery risk factors, including the recognition that human rights risk must be seen from the perspective of the rights holders and with consideration for remedy, in line with the United Nations Guiding Principles.

Our risk assessment process was developed as part of our most recent Group-wide human rights risk assessment. The assessment was completed in 2019, and uses data from the Global Slavery Index, Freedom in the World Report and the Trafficking in Persons Report. We intend to conduct our next

Group-wide human rights risk review after 2021, to take into account developments in Informa's business and products following the impact of the pandemic. In determining risks, we consider the following key indicators:

- **Geography**, including location of venues, offices or manufacturing locations
- **Industry sector**, including type of product or service supplied
- **The nature of the supplier relationship**, where more significant or longer-term engagements provide us with a greater opportunity to influence, monitor and engage in change
- **Specific actions of the supplier**, including evidence of a compliance and/or human rights programme or similar commitments or actions

Final assessment of the specific risks attached to the supplier relationship is dependent on the interrelationship of these indicators.

Events and COVID-19

In most regions and countries, the COVID-19 pandemic led governments and authorities to restrict large scale gatherings for some or all of 2020.

We adopted a postponement programme that rescheduled or cancelled the majority of our face to face events. As a result of operating fewer events, our work with the suppliers who usually help deliver our events was reduced, such as our partners in construction, catering and hospitality.

These industries are typically considered as having a higher risk of modern slavery issues and, due to the economic impact of COVID-19 in some countries, it is possible that the global risk of labour exploitation will increase. As our face-to-face events return in 2021 and our work with event suppliers is reinstated, our engagement with partners around risk management will also increase.

Our geographic risk

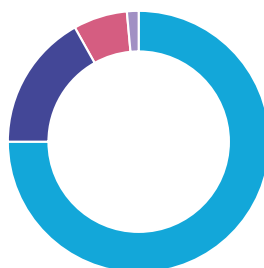
We review our analysis of our geographical risk annually to determine the relative risk of modern slavery and forced labour in the countries and regions in which Informa’s colleagues and business partners work and live.

Our assessment references the findings of the Global Slavery Index, together with the US Trafficking in Persons report, to help to determine our overall exposure.



Key: ■ Low ■ Moderate ■ High ■ Very high risk

Colleagues



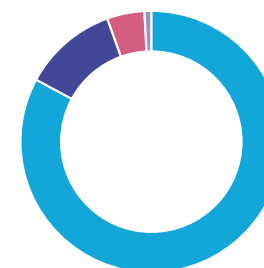
2020: **10,000+** colleagues in **37** countries

92% of colleagues in locations assessed as low or moderate risk of modern slavery

75% of our colleague population is located in countries with the lowest incidence of modern slavery, including Australia, New Zealand, Canada, and the United Kingdom, with a further 17% in locations such as Singapore which are assessed as moderate.

While 1% of our colleagues are based in countries that are deemed to have a high or very high risk of modern slavery or forced labour, such as Thailand and the Philippines, the nature of Informa’s business means that most of our colleagues are professionally qualified or specialists in their role, and work in more advanced fields than is typical for those at risk of modern slavery.

Suppliers



2020: **34,000+** vendors in countries

95% of procurement spend was with suppliers in locations assessed as low or moderate risk

Of our total procurement spend in 2020, 95% was with business partners located in countries rated as low or moderate risk of modern slavery, according to our assessment criteria.

Our spend with suppliers based in countries with a very high risk rating decreased by 60% in 2020, as a result of Informa running fewer events because of the pandemic and therefore working less with event suppliers in local markets. Some of our other partnerships in higher risk countries are with local academics and subject matter experts, which are roles and fields that tend to be at a lower risk of modern slavery.

Industry sector risk: areas of focus

Across Informa's range of businesses and products, we engage with different types of suppliers who have different exposures to labour rights risks. The higher risk supplier categories we work with are below.

Sector	Services or products supplied
Timber & forestry	The use of paper and card in printing of publications, office supplies; timber used in offices and stand construction for events
Construction	Build and take down of exhibition stands; venue development
Hospitality & venues	Use of exhibition centres, hotels, trade centres and other venues to host events and for accommodation of attendees
Manufacturing	Manufacture of small marketing materials, such as lanyards and badges; print production including impacts associated with binding, inks
Mining	Mineral and metal-based materials used in the direct and indirect supply chain, including reusable stands, IT hardware



Risk management and mitigation

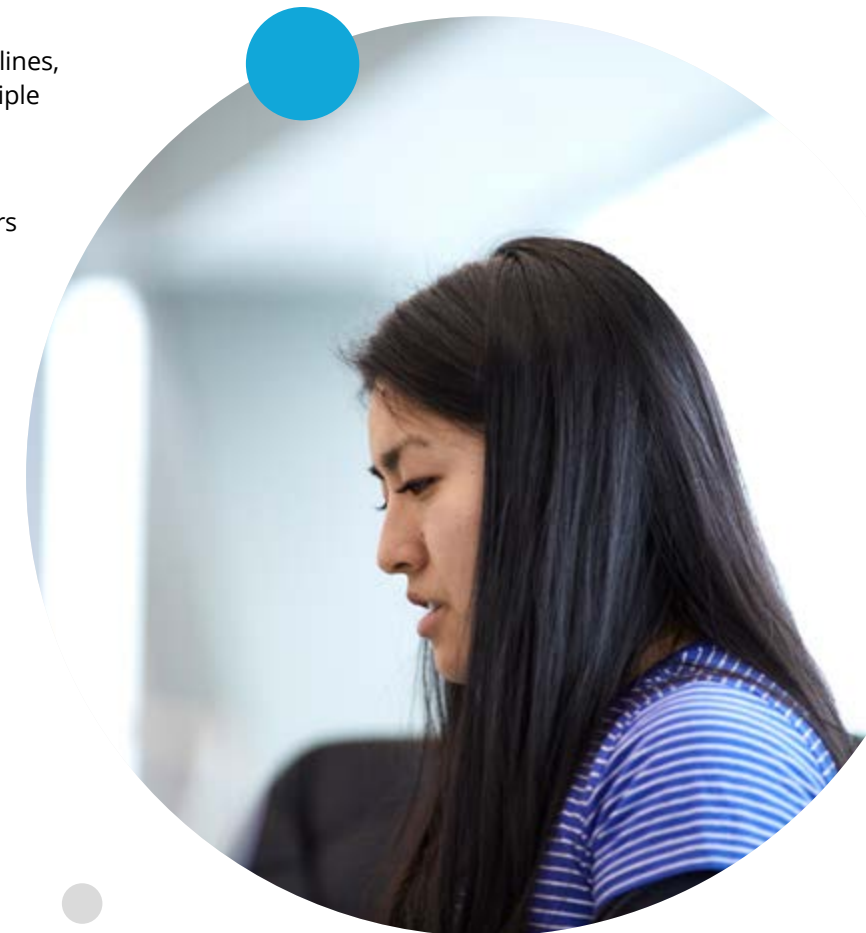
We manage the risk of modern slavery occurring in our business operations or supply chains in a range of ways, including targeted checks and actions.

Our risk management and mitigation actions take into account the risk factors outlined in pages nine and ten. Measures include the following:

- Embedding the requirement to comply with the Business Partner Code of Conduct in tendering processes, standard contracts and framework agreements across the Group, with a commitment to ethical procurement built into the procurement strategy
- Inclusion of anti-modern slavery and anti-child labour clauses in manuals provided to exhibitors at events, plus a requirement for valid work permits, ID badges, and a prohibition on the presence of children during build and breakdown
- Training and communication, including on risk red flags to enable improved identification of potential use of forced labour
- Internal recruitment processes, including identity and rights to work checks, payment of a Living Wage, and a new commitment to the “employer pays” principle

- Provision and communication of a third-party managed confidential or anonymous reporting lines, available to colleagues and third parties in multiple languages
- In-person operational audits of events, looking at procedures, labour usage, checking for minors on site, with more extensive checks of events in locations where labour abuses are more prevalent

Certain standard processes, such as in-person monitoring by operational teams for the presence of children and forced labour on site during event construction, or site visits by Group Internal Audit, were more limited in 2020 owing to fewer events being operated and the impact of pandemic travel restrictions.



Specific risk mitigation activity

Use of paper & timber

The illegal timber trade is frequently associated with large-scale corruption, destruction of rare species' habitat, organised crime and serious human rights abuses, including the use of forced and child labour. Informa is committed to ensuring that, as far as we are able, our offices and products make use only of timber or paper that holds a responsible sourcing certificate such as the FSC, which incorporates core labour requirements into its system and Chain of Custody Standards, including the effective abolition of child and forced labour.

Informa has committed to a KPI that 95% of our paper and timber is sourced from sustainable, certified sources, with a long-term target of 100%. This KPI is reported annually in our Sustainability Report and in 2020 exceeded the interim target, with 96% of paper derived from certified sources. The Group Paper & Timber Sourcing Policy, Code of Conduct and Group Sustainability Policy all contain the mandate to source paper and timber from certified sources where possible, whether ordering directly or through contractors. Colleagues sourcing timber or paper in South America, South East Asia, Africa and the Middle East that is not certified sustainable or recycled, must conduct additional due diligence, and the policy is required to form part of all contracts with applicable suppliers.

Events and exhibitions ISEMS

Informa operates a Sustainable Event Management System, known as ISEMS, which embeds key sustainability considerations into all of our events whether they are face to face or virtual.

Following the launch of ISEMS in 2019, roll out continued in 2020. Some of the most relevant areas ISEMS looks to address include responsible procurement, stakeholder engagement and community and wellbeing impacts.

Over 150 events have now completed the initial tier, with 17 now graduating to the more advanced level. This advanced level contains a section on "Business Governance" which looks at compliance with Informa's Code of Conduct, including bribery, legal compliance and modern slavery.

Compliance with the ISEMS programme is tracked and monitored by the Group Sustainability team, and reported as part of the annual Sustainability Report.



Print production

Journals production procurement

In 2020, the Journals production procurement team in our Taylor & Francis division worked to design a programme to identify the risk of modern slavery in the product supply chain, including planning for corrective actions to protect any individuals affected, should forced or child labour be discovered in the supply chain.



As a first stage, the team developed and issued a new and comprehensive Human Rights and Modern Slavery questionnaire to all pre-press suppliers, seeking to understand the suppliers' own programmes to prevent or identify forced labour. The intention is to supplement this with in-person visits and checks when international travel is more easy to do. The questionnaire functions also as a mid-contract checkpoint, to re-confirm commitments made during the tendering process. Suppliers in receipt of the questionnaire include some of Taylor & Francis' largest business partners in higher risk locations, as identified by the risk assessment processes described earlier in this report.

Responses to the questionnaire will be assessed by the Procurement and Compliance teams, who will identify any follow-up actions that may need to be taken. The programme will be extended to other key areas of the supply chain in 2021.

The Book Chain Project

Informa remained a member of the Book Chain Project in 2020, a collaborative project which aims to enable publishers to make better informed purchasing decisions by collecting and analysing data on key publishing supply chain stakeholders.

The Project, managed by Carnstone, a specialist consultancy, focuses on three specific areas:



Forest Sourcing



Chemicals & Materials



Labour & environment

Informa focused on the Labour & Environment part of the Project, which sets out clearly publishers' expectations on labour practices, and environmental management and hosts the publishing industry Code of Conduct. The Code of Conduct, based on existing internationally-recognised Codes and Laws, is supported by a requirement for all suppliers to complete audits.

Print suppliers from countries identified as highest risk of poor labour and environmental practices are required to complete a third party audit, such as ICTI, SMETA, SA8000, WCA or BSCI. All of Taylor & Francis' suppliers involved in journals production to which the Book Chain is relevant have signed up to the Book Chain Project.

Contributions to global modern slavery efforts

Sustainable Development Goals

The UN's 17 Sustainable Development Goals (SDGs) form the framework through which government, businesses and society can work together to address the biggest challenges facing the world. At Informa, we have made a commitment to help promote the achievement of the SDGs as part of our FasterForward Sustainability programme. Our brands help solve these major global challenges through the specialist knowledge we provide to our customers and markets, and the networks and communities we support. We map our products and brands against the SDGs they contribute to and report this in our annual Sustainability Report.

One of the SDGs on which we particularly focus is SDG 8, Decent Work and Economic Growth. This SDG includes the subsidiary goal, SDG 8.7: *"take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour"*. SDG8 is one of the top four Sustainable Development Goals to which Informa's brands contributed in 2020.

In the area of modern slavery, human trafficking and child labour, we publish research that fosters a greater understanding of its impacts and of the current anti-slavery legislative frameworks.

In 2020, this included over 1,200 articles in publications including the International Journal of Human Rights, the Journal of Human Trafficking and Slavery & Abolition.

Content relating to SDG8 is also included in Taylor & Francis's online collection, Sustainable Development Goals Online (SDGO), which provides customers with a holistic online library that supports the efforts of academia and professionals to access key research on these most critical global issues. SDGO brings together an interdisciplinary collection of digital content mapped to all 17 of the UN's SDGs, and includes more than 12,000 of the most important and relevant book chapters and journal articles.

Indices

Informa continues to participate in a number of benchmarks and indices, through which we provide information on our work on human rights, modern slavery and other labour rights abuses within our business and supply chain.

We retained our place in the Dow Jones Sustainability Index in 2020, with our highest score to date. Informa is also a member of the Ethibel® Sustainability Index Excellence Europe and the FTSE4Good, amongst others.

Industry associations

Informa, and its subsidiary brands and businesses, remains a member of multiple industry associations that run programmes targeting modern slavery, human trafficking, and child labour, including the Global Association of the Exhibition Industry and the International Association of Exhibitions and Events.

Informa's Senior Sustainability Manager was chair of the sustainability working group of the Event Industry Alliance, which brings together the Association of Event Organisers, the Association of Event Venues and the Event Suppliers and Services Association. In 2020, the working group developed a new and comprehensive sustainability commitments framework for members of the organisations, which contains a section on human trafficking and modern slavery. The framework is intended to be launched in 2021.

Informa's Head of Sustainability remains a member of the Event Industry Council (EIC)'s Sustainability Committee, which sets the EIC's sustainability strategy and the Group is a launching signatory to the EIC's Principles, which include Basic Social Considerations, including universal human rights and labour practices.

Monitoring, effectiveness and response

Monitoring and reporting

Informa's internal audit team reviews specific elements of this programme as part of their operational audits, reviewing procedures, labour usage and monitoring for minors on site, with more extensive checks in locations understood to be higher risk. Actions identified are managed to completion and any non-completed actions are raised with the Group Audit Committee.

The Business Partner Code of Conduct contains provisions for audit and, where compliance with the Code has been agreed as part of a contract, we reserve the right to terminate that agreement in the event that non-compliance is discovered, and is repeated, severe or cannot be resolved. In-person visits by relationship owners to our strategic business partners, which provide additional opportunities for audit, have largely been postponed during 2020 but are intended to be resumed once it is judged safe to do so.

The Group Compliance team reports on training completion statistics, which includes our modern slavery content, to the Group Risk Committee, and tracks completion levels for new joiners as part of our formal risk management process; training completion rates are reported in the Annual Report.

The Group Compliance team monitor reports made via the Speak Up line to ensure they are managed appropriately and consistently, and provide training to

members of the teams engaged in breach investigation and management. Breaches of our Code of Conduct and associated Global Policies are reported to the Risk Committee and Board; volumes of breaches and resolution times are tracked.

Response

While our Business Partner Code and other agreements with our suppliers and exhibitors give us the ability to terminate contracts in the event of a breach, we recognise that the use of modern slavery or forced labour is not a problem that is likely to be resolved by such action.

Our intention, in the event that the use of forced or child labour is discovered amongst our supply chain or operations, is to seek a constructive solution, and we engage with those responsible for procurement to communicate this and develop alternative actions.

Colleagues are mandated to comply with the Code of Conduct and associated Global Policies. Any breaches may result in disciplinary action, up to and including dismissal, and any colleagues knowingly making use of trafficked, child or forced labour or enabling it would be subject to these processes.

Effectiveness

The effectiveness of any Modern Slavery programme should be understood both in the context of the availability of channels to enable observation, identification and reporting of suspected or actual cases in any operations and supply chain, and also of the controls or other actions which aim at reducing exposure to the risk. The pandemic reduced the opportunities to observe and monitor circumstances first hand in 2020. Due to a reduction in the number of face to face events run by Informa, it also had the effect of reducing our overall operational exposure.

We have received no reports in 2020 of cases of suspected or actual modern slavery or child labour, whether through our Speak Up line or other reporting channels, material or otherwise. In addition, none of our current business partners reported any such concerns to us, via their direct contacts with our operational teams, or via our Speak Up line or any other channel.

Internal audit and operational team checks did not discover or observe any instances of forced or child labour, suspected or actual, at our events in 2020, where these visits were possible and where events were held in person.