

Slavery & Human Trafficking Policy

Future operates a zero-tolerance approach to slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings or relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or within our supply chains.

What is Slavery?

Slavery is a crime and a violation of fundamental human rights. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015 ("MSA 2015"). We expect the same high standards from all of our contractors, suppliers or other business partners and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

How is it relevant to Future?

Modern slavery is a complex and multi-faceted crime and tackling it requires all of us to play a part. At first glance, you may think this whole subject is irrelevant to Future, but it's not.

At a very basic level, preventing exploitation and human trafficking, and protecting our workforce and reputation makes good business sense.

The MSA 2015 recognises the important part businesses can and should play in tackling slavery and encourages them to do more.

With this in mind, we need to pay particularly close attention to our supply chain (including production, logistics, covergifts, distribution), any outsourced activities, particularly to jurisdictions that may not have adequate safeguards, and cleaning and catering suppliers.

In accordance with the requirements of the MSA 2015, we make a clear annual statement on the Future plc website that we take our responsibilities seriously (www.futureplc.com/modern-slavery-statement/).

Who is responsible for this Policy?

- The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- All employees and all persons working for Future are responsible for understanding and complying with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for Future or under our control. We must thoroughly check supply chains to ensure the potential for slavery and human trafficking is significantly reduced. If you are engaging or re-appointing suppliers, particularly in areas which might reasonably be considered higher risk, you must ask those suppliers to agree to Future's Supplier Code of Conduct and complete our Modern Slavery Questionnaire.

You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your Manager, the People Team or an ELT member as soon as possible if you believe or suspect that a conflict or breach of this policy has occurred, or may occur in the future. If necessary, you can also raise concerns as per the Whistleblowing policy. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager, People Team or ELT member as soon as possible.

We understand the difficult choice you may have in raising concerns but Future has made a commitment to treat all issues raised under this policy seriously and will make certain that, if you raise a concern, you are not victimised or subject to any reprisal, provided the disclosure is made in accordance with this policy.

However, if we conclude that you have made false allegations maliciously or with a view to personal gain you may be subject to disciplinary action, up to and including dismissal.

Want to know more?

If you have any questions in relation to this policy or the flexible working process please contact the People Team for further information.

ISSUE AND AMENDMENT RECORD

Version No	Date	Author	Amendment
1.0	March 2019	Adopted	Policy adopted
2.0	August 2021	Bethan Bailey	Annual review, version controlled