

F U T U R E

Future plc

## Statement pursuant to Section 54 of the Modern Slavery Act 2015

### PURPOSE

Under the Modern Slavery Act 2015, commercial organisations doing business in the UK with an annual turnover exceeding £36 million are required to publish an annual slavery and human trafficking statement setting out the company's efforts in the financial year to eradicate modern slavery from its business or supply chain. This statement for the year ended 30 September 2019 covers Future plc and each of its subsidiaries in the United Kingdom listed below (together, "Future"). We also require our employees working within Future's international entities listed below to comply with our policies relating to modern slavery and human trafficking.

#### UK Subsidiaries

Future Holdings 2002 Limited  
Future Publishing Limited  
FutureFolio Limited  
Ascent Publishing Limited  
NewBay Media UK Holdco Limited  
NewBay Media Europe Limited

#### International Entities

Future US, Inc  
Future Publishing (Overseas) Limited  
Purch Group, LLC  
MoNa Mobile Nations, LLC  
MoNa Canada Ltd  
Purch Technologies Sarl  
SmartBrief Inc.  
NextMedia Pty Limited

### OUR BUSINESS

Future is a global platform for specialist media with scalable diversified brands across online, magazines and events. We pride ourselves on the heritage of our brands and loyalty of our communities. We connect people to their passions through the high-quality content we create, the innovative technology we pioneer and the experiences we deliver.

### OUR SUPPLY CHAINS

Our supply chains include freelance content suppliers; print and digital suppliers; logistics suppliers; cover gift suppliers; subscription fulfilment and magazine distribution and mailing services; venues for live events; large and small technology suppliers based in the

UK and worldwide; IT and other office equipment; professional services from our lawyers, accountants and other advisors; and office cleaning and other office facilities services.

## **ACTS TO ADDRESS RISK**

Future is not aware of any slavery or human trafficking in any part of our business or supply chain, and no issues were raised during the year ended 30 September 2019. Therefore, we consider the overall risk level among our supply chains to be low.

During the year, Future has reviewed each business area to assess the risk of modern slavery in those areas. The entirety of each supply chain is examined. For example, freight forwarders and wholesalers, which are part of the Magazine Distribution chain, have been considered. The highest risk of modern slavery in our supply chains has been judged to be most likely among our cover gift suppliers, who use sourcing companies based in the Far East. However, these sourcing companies carry out extensive auditing and site inspections of their suppliers and factories in this region to monitor the risk of modern slavery.

Future regularly visits its key production suppliers in the UK and, as a result of this frequent contact, has no concerns with this segment of its supply chain. Business relationships and contracts with suppliers from the UK and abroad are also regularly reviewed, either continuously throughout the contract term or upon renewal.

Future is committed to running its business responsibly and, in an effort to increase visibility across its supply chains, Future introduced a Supplier Code of Conduct to address, among other things, issues of child labour, compulsory labour and human trafficking. Where not already addressed, additional wording to cover Future's anti-slavery policy and ensure adherence to the Code is being phased into commercial agreements, either when Future enters into contracts with new suppliers and/or when contracts with existing suppliers are renewed.

In addition Future requires its suppliers to complete a Modern Slavery Supplier Questionnaire as part of its due diligence procedures in relation to existing and potential suppliers. This questionnaire was recirculated within the company in December 2019 to remind all staff to send it to all suppliers alongside our Supplier Code of Conduct. The results of each questionnaire are reviewed and stored securely upon their return.

Future is committed to only working with suppliers who take their obligations towards modern slavery as seriously as we do and who will adhere to the tenets of our Supplier Code of Conduct.

## **POLICY AND EMPLOYEE TRAINING**

Future's Slavery and Human Trafficking Policy, which was introduced in May 2018, is made available to all employees via Future's online people portal.

In February 2020 we recirculated the Policy, together with 'Warning Signs' guidance, to all Future staff worldwide in order to increase awareness of this issue.

Training and guidance for Future employees emphasises the importance of ethical conduct, the principles of our Supplier Code of Conduct and the importance of undertaking due diligence in this area before appointing a supplier.

Future's legal team has noted Home Office correspondence outlining information collected by the Gangmasters and Labour Abuse Authority (GLAA). This provides six key

indicators of modern slavery for businesses to look out for, and includes industry profiles which give an insight into the risks facing the UK's main labour market sectors in 2019. This reinforced our assessment that the risk of modern slavery in both our business and supply chains is low. However, the GLAA guidance has been circulated to all employees for reference.

## **APPROVAL**

This Statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and was approved by the Board of Directors of Future plc on 5 February 2020.

Signed by:

**Zillah Byng-Thorne**

Chief Executive

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[Modern Slavery Statement for year ended 30 September 2017](#)

[Modern Slavery Statement for year ended 30 September 2018](#)