



FUTURE

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 2020 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
Ascent Publishing Limited
Barcroft Studios Limited
Barcroft Productions Limited
Barcroft Media Limited
TI Media Limited
Sapphire Bidco Limited
Sapphire Midco Limited
Sapphire Holdco Limited
Sapphire Topco Limited
Marketforce Limited
European Magazines Limited

International Entities

Future US, Inc

Future Publishing (Overseas) Limited

Future Publishing s.r.o.

MoNa Mobile Nations, LLC

MoNa Media Canada Ltd

Purch Technologies Sarl

SmartBrief, LLC

Next Commerce Pty Limited

Mozo Pty Ltd

OUR BUSINESS

Future is a global platform for specialist media with scalable diversified brands across online, magazines, events and video. 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; freelance video production crew; 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 2020. Therefore, we consider the overall risk level among our supply chains to be low.

During the past year, Future continued to review and monitor 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.

Due to the Covid-19 pandemic, Future was unable to visit its key production suppliers in the UK as frequently as it has in previous years. However, Future maintains frequent contact with such suppliers and has no concerns with this

segment of its supply chain. Future continues to regularly review business relationships and contracts with suppliers from the UK and abroad, either throughout the contract term or upon renewal.

Future remains committed to running its business responsibly and, in order to maintain visibility across its supply chains, Future utilises 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 included in 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. 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 & Culture Hub. All employees who joined Future following the acquisition of TI Media Limited were provided with information regarding the Hub, including instructions as to where to access Future's policies.

In February 2021 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. To enhance this, the company is planning to create a learning resource for all employees worldwide to access via the Future University (an internal online training platform).

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 10 February 2021.

Signed by:

Zillah Byng-Thorne

Chief Executive

Prior Statements

Modern Slavery Statement for year ended 30 September 2017

Modern Slavery Statement for year ended 30 September 2018

Modern Slavery Statement for year ended 30 September 2019