

## **FROM THE BOARD OF DIRECTORS ON BEHALF OF THE HH GLOBAL GROUP OF COMPANIES**

We are proud of the steps we have taken to combat slavery and human trafficking. As a Board we are committed to ensuring that slavery and human trafficking will not be tolerated within our Group of Companies or within our supply chain.

### **Organisation structure**

HH Global is a tech-enabled, creative production and procurement partner that delivers big impact for big ideas across the globe. With +4,500 experts in every market and a 30-year track record of success, we help the biggest brands on the planet achieve stronger, more sustainable growth. Across every channel. At the speed of modern business. With an unmatched supply chain, a growing suite of tech tools and data insights - we make our clients' brilliant ideas unmissable everywhere.

### **Our approach**

As a privately owned Group of Companies, we always work to the highest professional standards and comply with all laws and regulations applicable to our business. We expect the same high standards from those parties we engage with, and we are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or within any part of our operations.

Our EIMEA Leadership Team works in conjunction with our support functions to ensure that our Anti-Slavery Policy is complied with and to manage any concerns or breaches. We also have a Whistleblowing Procedure and Code of Conduct, which is available on the HH Global's intranet site.

### **Supplier due diligence**

Our procurement process includes the verification of our suppliers' compliance programmes. All of our suppliers are expected to comply with all laws and regulations and as part of our due diligence for supplier onboarding, and we request information concerning, amongst other areas, health and safety, environmental responsibility, equality, anti-corruption and insurance protection. Supplier responses are verified and we revert to the supplier in the event of ambiguity or non-compliance. Our supplier Code of Conduct clearly outlines our expectations for supplier compliance under the Modern Slavery Act and UN Sustainable Development Goals.

### **Improvements and monitoring**

We are currently reviewing our supply chain protocols and will introduce specific measures to ensure that our obligations under the Modern Slavery Act are passed through our supply chain.

These will include our efforts to:

- Obtain contractual warranties in new engagements, which ensure that no slavery or human trafficking is used anywhere within the supplier's business, by any of the suppliers in its own supply chain, and that all necessary policies and processes have been implemented to ensure that this continues to be the case;

- Obtain a contractual right to request compliance-related information and the right to audit of suppliers at our discretion;
- Add indemnity provisions and rights to terminate engagements in the event of breach of our Anti-Slavery Policy;
- Ensure risk areas are documented, monitored and taken into consideration in any future contract renewals;
- Train ours and our suppliers' employees on the impact of the Modern Slavery Act

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2022.

A handwritten signature in black ink, appearing to read 'M Keen', with a horizontal line underneath.

**Michael Keen, Regional CEO - Europe**