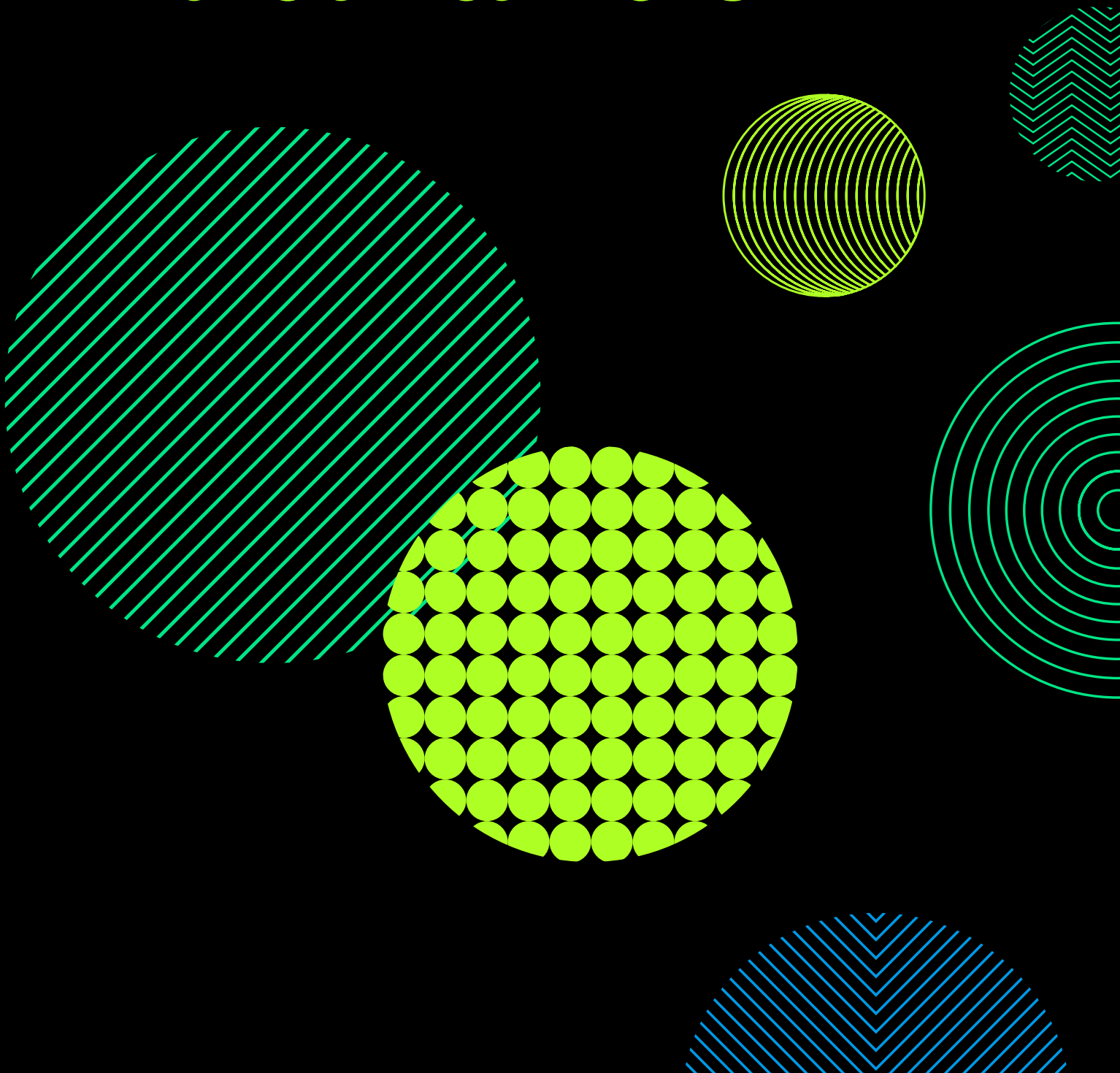

Modern Slavery Statement

Financial Year 2023



Contents

About HH Global	2
Our focus this year	5
Our supply chain and policies	7
Our people and policies	8
Training.....	11
Governance and reporting	12
Partnership with Unseen.....	13
Our strategy for continuous improvement	14

This statement is made in accordance with obligations under the Modern Slavery Act 2015 (United Kingdom), Fighting Against Forced Labour and Child Labour in Supply Chains Bill (Canada), Uyghur Labor Prevention Act (USA), Directive for Corporate Due Diligence (EU), Transparency Act (Norway), Supply Chain Due Diligence Act (Germany), Conflict Minerals and Child Labor Due Diligence Provisions (Switzerland), Guidelines on Respecting Human Rights in responsible Supply Chains (Japan) and Review of the Modern Slavery Act (Australia).

It sets out the actions HH Global has taken during the year ended 31 March 2023 to understand potential modern slavery risks and prevent modern slavery and human trafficking in its business and supply chain.

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.

This statement covers the activities within HH Global Limited and is signed by the Group President and has been approved by the Board.

About HH Global

HH Global is a tech-enabled, creative production and procurement partner that delivers big impact for big ideas across the globe. With over 4,500 employees in every market and a 30-year record of accomplishment 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 aspiration is to be the world's most impactful partner to brands seeking stronger, more sustainable growth. Focusing on building long-term intelligent partnerships that deliver value, consistency and efficiency guided by our company's mission, vision and values. These values are ingrained in our culture and everything we do as a business. They are core to supporting the world's leading brands, achieve big impact for their big ideas.

HH Global – The global, tech-enabled creative production and procurement partner

Global

**Over
4,500**

Team members
dedicated to our clients'
success across
64 countries

**Over
\$2.5B**

Spend under
management

Global creative production

+26

Creative
studios

+72k

Digital assets
managed

Sustainability

+44k

Metric tons carbon
reduction in
purchased goods
and services

Procurement

**Over
8,500**

Strategic suppliers
globally covering
19 key categories
of spend

25%

Savings
delivered to
clients

Technology

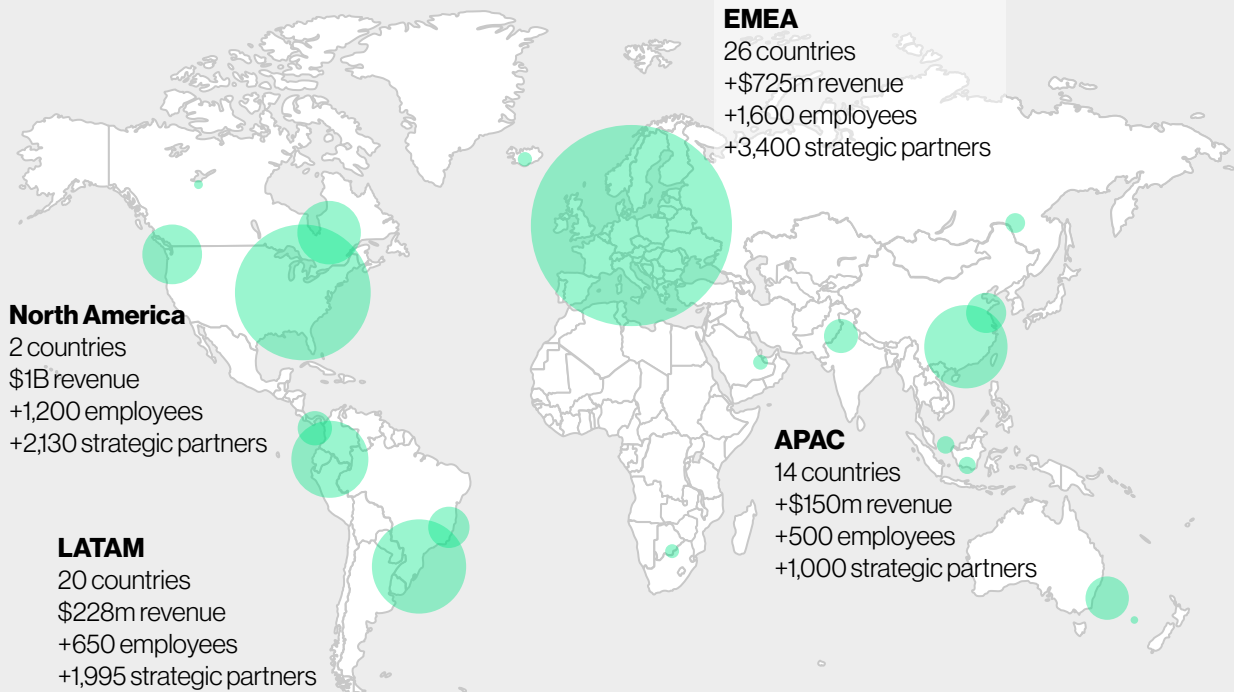
+89k

Active users of
technology

1.3m

Transactions
processed
through our
technology
annually

HH Global footprint



EMEA

Austria	Germany	Norway	Sweden
Belgium	Greece	Poland	Switzerland
Bulgaria	Hungary	Portugal	Turkey
Czech Republic	Ireland	Romania	United Arab Emirates
Croatia	Italy	Serbia	United Kingdom
Finland	Kazakhstan	South Africa	
France	Netherlands	Spain	

North America and LATAM

Argentina	Costa Rica	Jamaica	Puerto Rico
Bolivia	Dominican Republic	Mexico	Trinidad & Tobago
Brazil	Ecuador	Nicaragua	United States
Canada	El Salvador	Panama	Uruguay
Chile	Guatemala	Paraguay	
Colombia	Honduras	Peru	

APAC

Australia	Japan	Phillipines	Thailand
China	India	Singapore	Vietnam
Hong Kong	Malaysia	South Korea	
Indonesia	New Zealand	Taiwan	

In all our dealings we are guided and live by our values.



Pursue excellence relentlessly

To maintain our position as a market leading execution partner, it is crucial to continually strive to enhance and develop all aspects of performance.



Act with integrity to earn trust

Client partnerships are formed on a base of mutual trust and confidence. To build and maintain this, employees are expected to act with integrity in everything they do.



Have passion and pride

HH Global is passionate about what it does and takes pride in what the business has achieved. The passion and pride demonstrated by employees is rewarded with career opportunities and ongoing development.



Feel empowered and be accountable

One of the keys to HH Global's success is the way employees actively take responsibility for driving the business forward. A culture of trust and empowerment enables employees to make a difference every day within their core roles and in the wider business.



Innovate and take the lead

HH Global does not simply accept the status quo. Part of our pursuit of excellence is to persistently seek to provide alternative solutions to clients through innovative solutions.



Love our clients

Our partnerships with clients are the key to our mutual success. These partnerships are built on going the extra mile and delivering service excellence every time. We do not simply like our clients, we love them!








Our focus this year

As a global organization we have continued to experience similar challenges with the availability, delivery and costs of materials throughout our supply chain. This has been impacted also by the pressure in the global labor market where there are less candidates to fill roles and this increases the risk that some individuals may be exploited and subject to being led into modern slavery.

Equally as a leading employer in both our sector and having a significant presence in the communities we operate in HH Global remains fully committed to strict adherence to employment and human rights legislation in each of those countries.

With these challenges in mind, we have focused our attention during the year in the following areas:

- **Development and implementation of Group people policies** which supplement those already in place from a regional and country-specific perspective:
 - Anti Bribery and Corruption
 - Diversity, Equity and Inclusion
 - Health and Safety
 - Human Rights
 - Labor Relations
 - Whistleblowing
 - Working Conditions
 - **Global deployment of our annual refresher on compliance training** by e-learning in September 2022 which resulted in 100% of our colleagues at that time completing our legally required and best practice training which fully covered the areas above. In addition our Global Code of Conduct where modern slavery and human trafficking is referenced was completed.
 - **Introduction of a Global Whistleblowing policy** and a new global reporting provider to bring clarity to our employees on what whistleblowing means and how to report it. Previously there were multiple methods of reporting across all our countries which is now streamlined globally. This is communicated through our 'MyPathway' portal which all employees have access to.
 - **Greater partnership with Unseen** to provide strategic guidance to the business within the context of modern slavery, specifically reviewing our policy, actions taken and governance.
- 
- 

- Supplier Code of Conduct** – HH Global performed a complete review and updated our supplier Code of Conduct during 2022, including an external consultancy. Aligned with the UN (United Nations) SDGs (Sustainable Development Goals), we focused on our definitions of modern slavery, child labor and human rights issues in line with internationally recognized legislation and standards. We further expanded on and provided additional example scenarios to help our suppliers identify these topics and listed regional whistleblowing contacts to report appropriately. This updated Code of Conduct was then issued to our active global supply chain for review and compliance.
- EcoVadis** – Our 2023 EcoVadis submission saw HH Global achieve gold status with our highest ever score. EcoVadis is a business ratings platform that covers company performance and governance versus Labor and Human Rights, Ethics, Sustainable Procurement and Environmental aspects. This rating places HH Global in the top 5% of businesses rated globally.
 
- UN Sustainable Development Goal (SDG) Commitments** – HH Global continues to work towards achieving our publicly stated Sustainability and ESG (Environmental Social Governance) targets which are centered around the UN SDGs 8, 10, 12 and 13. Our Living Wage commitment is on track for completion in 2025, with a focus on ensuring that we are a Living Wage employer and that our Tier 1 supply chain partners all have a Living Wage Policy in place. Our ESG Training programs for all staff have been completed and delivered with a focus on releasing modern slavery modules in late 2023 in conjunction with our partners Unseen.
- Sustainable Procurement Framework** – May 2022 saw the release of our industry-leading Sustainable Procurement Framework (SPF) program. This technology powered program aims to educate the entire supply chain around the importance and relevance of the UN SDGs and to encourage action, strategy and positive, measurable outcomes across all 17 SDGs. HH Global has onboarded over 600 supply chain partners at the time of this report, covering over \$1 billion of procurement spend across 45 countries. An Advisory Board was established with representation from four key global clients, four key supply chain partners and representatives from BSI (British Standards Institute) and Support the Goals. This program assesses the maturity of the supply chain versus Human Rights, working conditions, ethics, environmental and community engagement and offers support, training and guidance on improvement pathways. Forced Labor and Modern Slavery aspects are covered with the objective of cascading best practice down through the global supply chains we manage. In financial year 2025 we plan to release Modern Slavery training for our supply chain via the SPF platform.
 


Outcomes are measured and the first annual awards to the most improved supply chain partners were presented in the Summer of 2023 in the USA, Mexico, Brazil, Czech Republic, UK and Hong Kong.



Our supply chain and policies

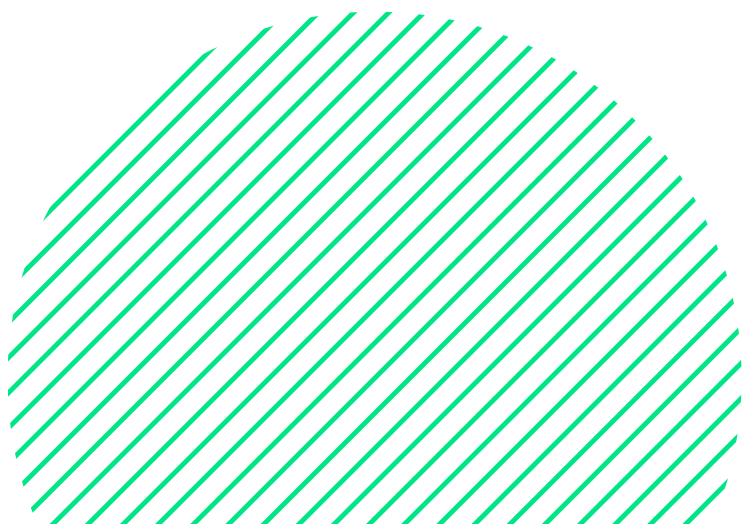
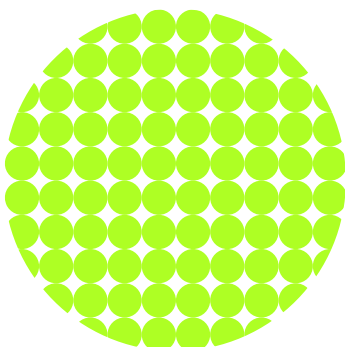
Our procurement process includes the verification of our suppliers' compliance programs. All our supply chain partners are expected to comply with all laws and regulations and as part of our due diligence for onboarding, we request information relating to health and safety, environmental responsibility, equality, anti-corruption and insurance protection. As part of our onboarding process, we ask that supply chain partners acknowledge policies around anti-slavery, human trafficking, anti-bribery and other responsible sourcing practices. Responses are verified against various data sources and benchmarks as applicable and we revert in the event of ambiguity or non-compliance through continued, specific discussion with our strategic sourcing team. Our Code of Conduct clearly outlines our expectations for compliance under the Modern Slavery Act.

HH Global has approximately 8,500 suppliers, with 95% of spend concentrated through around 2,600 suppliers. Our supply chain is divided into regional locations and then by product category. Each local category is then managed by a subject matter expert within strategic sourcing, allowing for more focused attention on higher risk suppliers based on location and product category.

There is a structured onboarding process for our supply chain partners following qualification by strategic sourcing experts based on geography, capability, financial stability and performance. Supply chain partners receive vendor service agreements to execute alongside our Code of Conduct and any subsequent privacy and security agreements and audit documentation as applicable. We capture robust operational, financial and physical details about our supply chain partners within our SRM (Supplier Relationship Management) system through a series of questionnaires including certifications, memberships, audits and internal policies. Documentation is cataloged by our supplier relations team and subsequently audited regularly by our category managers.

All HH Global supply chain partners are monitored using Credit Safe to identify and manage financial, regulatory and reputational risk including political and social sanctions

HH Global is an AB member of Sedex. We use this platform to monitor our supply chain for responsible and ethical working practices utilizing SMETA audits when necessary to maintain and improve standards.



Our people and policies

HH Global is committed to working ethically, professionally and in compliance with all legal standards with respect to its own operations and in the guardianship of our people.

Across the countries that HH Global operates in our people policies reflect one global approach which demonstrates the highest levels of integrity and best practice alongside fully complying with in-country employment legislation across every aspect of the employment relationship. This is evidenced clearly in all our policies including but not limited to Human Rights, Working Conditions, Labor Relations, Employee Code of Conduct, Whistleblowing, Anti-Bribery and Corruption, Diversity, Equity and Inclusion and Health and Safety. Our global HR (Human Resources) teams and in-country external employment advisors ensure that our policies and processes are updated as legislation changes.

Our recruitment practices are fully in line with the requirements of the legislation, background checks and right to work in all countries in which we operate. External recruitment partners are contracted to HH Global through a standard process and are bound by our supplier Code of Conduct. Where we utilize a high volume of temporary resources, we only partner with recognized temporary labor agencies who comply fully with required legislation and can evidence this. Additionally, we insist on an approved Gangmaster license and review these arrangements annually with monthly account management reviews in place.

We are clear at the start and throughout the employment relationship that we expect our employees to comply with the policies that form part of their employment contract which clearly outline our expectations for ethical behavior. When people join our business, they receive copies of all our policies that detail what is expected of them and through their acceptance, they confirm their understanding. Further, upon joining and on an annual basis, all employees complete a full suite of compliance training which includes the policies set out above alongside providing them with escalation points for each if required. These escalation routes differ depending on the situation but can include utilizing the Disciplinary and Grievance process and / or the Global Whistleblowing process. The modern-day slavery training we will introduce in 2024 will clearly state the escalation route for any concerns and reporting to help address modern slavery.



The policies that are relevant to modern slavery are detailed as follows:

Employee Code of Conduct:

Our Employee Code of Conduct is the foundation of how we expect our people to behave in an ethical way in our business. Updated annually, it summarizes these expectations of our people and our commitment to compliance with the law, our legacy of innovation and our relationships which are built on trust and personal responsibility detailing the key areas of fair pay and working hours, non-discrimination, respect and dignity, health and safety, legal and ethical dealings and confidentiality.

Whistleblowing policy:

HH Global expects all its employees and officers to always behave responsibly and with honesty and integrity. It is expected that employees will adopt the same attitude and will take seriously any incidents which may be contrary to these standards. Any actual or potential breaches will be investigated and appropriate follow-up action will be taken, including disciplinary action. Our Whistleblowing Policy and the procedures contained within it may be used where an employee believes there is, or has been, or there is likely to be:

- A criminal or civil offence
- A health and safety danger which has not been acted upon
- Damage to the environment
- An attempt to conceal any of the above
- Any other concern related to a breach of our ethical and human rights policies

In January 2023, HH Global introduced a global approach to the reporting of whistleblowing concerns using a trusted external party to manage this.

Human rights policy:

Updated in October 2022, this policy states clearly that we value the rights of every human as articulated in the Universal Declaration of Human Rights and the United Nations Global Compact. We promote and enforce these values, not only within our own business and employees but throughout our entire value chain. The policy sets out the fundamental principles across HH Global and our commitment to ensure we do not engage in activities that directly or indirectly violate human rights.

The scope is across all our employees, associates or anyone representing HH Global and we expect our supply chain partners, business partners and clients to have similar in place. The policy summarizes our commitments to ethical business conduct, health and safety, diversity and inclusion, responsible sourcing, child labor and forced labor.

Working conditions policy:

Introduced as a global policy in October 2022, the overall aim of the policy is to ensure that every employee, contractor or prospective employee can work in a safe and supportive working environment, maintaining relevant good employment practice through our global requirements which are further detailed through local policies. Specifically, this policy outlines our global position on employee welfare, flexibility for employees, bullying and harassment, family friendly and ethics.

Diversity, equity and inclusion policy:

HH Global believes that every employee is entitled to a working environment which promotes dignity and respect to all and is committed to taking seriously complaints of bullying, harassment, victimization and unlawful discrimination by fellow employees, clients, suppliers, visitors, the public and any others during the company's work activities. No form of intimidation, bullying or harassment will be tolerated on any grounds. HH Global seeks to ensure that it provides equity in opportunities for employment so that our global teams reflect the diversity of the communities in which we operate.

The overall aim of the policy is to ensure that no employee, contractor or prospective employee receives less favorable treatment on any grounds relevant to good employment practice. This policy aims to avoid and actively oppose all forms of unlawful discrimination in all areas of employment and includes this in (where regionally applicable): pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental leave, requests for flexible working, recruitment and selection for employment, promotion, training or other developmental opportunities. This policy was introduced globally in October 2022 in addition to those held regionally and locally to bring together a best practice approach.

All our people policies are available internally on our SharePoint portal and available externally as required by our clients, suppliers, audit teams and partners.



Training

All employees when joining HH Global receive a detailed induction plan which incorporates a monitored and reported suite of compliance training modules to be completed within the first few weeks of employment, all of which cover the policies detailed here: information security, data privacy and other training relevant to the legal requirements in the specific country of employment. Specifically, our employee Code of Conduct has its own training module which includes modern slavery and human trafficking and cross references the related policies in place on human rights and working conditions.

In September 2022, we launched an annual compliance training refresher program for the first time on a global level at the same time replacing the previous regional approaches to annual refresher training. Reported at Executive Board level, we achieved a full 100% completion rate. This will be repeated in the financial year 2024 and will include a specific module on modern slavery which is currently at pilot stage. All employee compliance training is reviewed and refreshed at least annually at minimum, or where there has been a change in law or company policy.



Governance and reporting

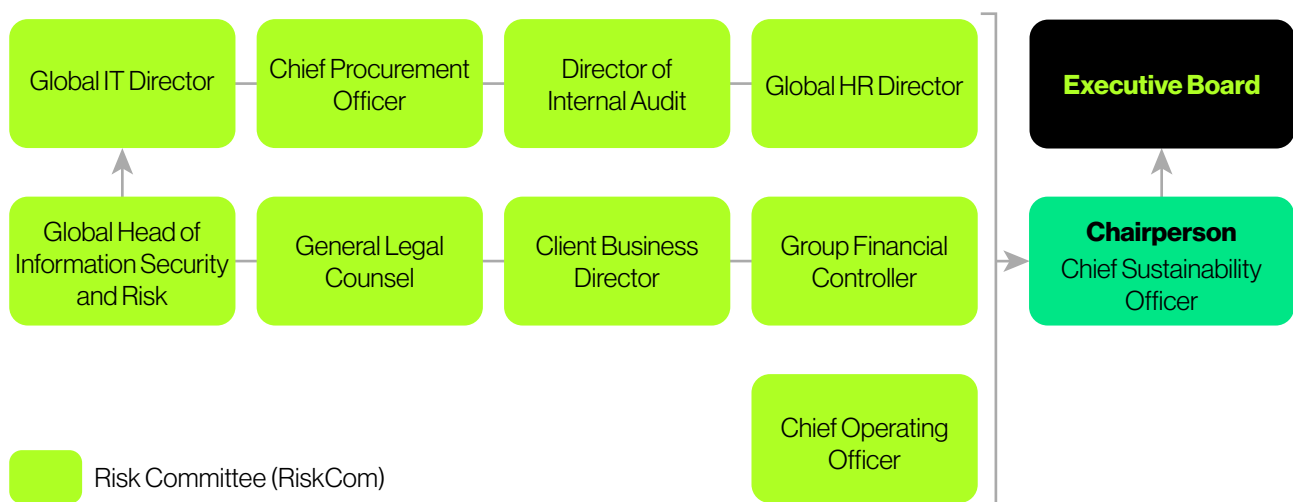
HH Global is committed to taking a robust approach to preventing slavery and human trafficking.

Having the right governance framework to address human rights and ethical behaviors is fundamental to managing the risk of modern slavery in our business and supply chains.

Responsibility for overseeing HH Global's approach to preventing modern slavery is held by our Risk Committee (RiskCom), which is made up of representatives from across the relevant business functions including risk, strategic sourcing, finance, HR and sustainability. It is chaired by the Chief Sustainability Officer. Modern slavery is an agenda item under our supply chain and human capital risk categories.

The Risk Committee meets and reports internally to our Board on a bi-monthly basis on all activities.

HH Global Risk Committee



HH Global also has four regional Sustainability Steering Groups (Steering Committees) made up of heads of sustainability, HR, strategic sourcing and client services. These Steering Committees meet on a quarterly basis and report back into the Chief Sustainability Officer on all strategic Sustainability and ESG related matters.

Below each of the regional Steering Committees we have a Task Force (one per region), which provides visibility and connectivity at country and office level. This governance structure has proven effective as we strive to embed best practices across Environmental and Social topics globally.

Partnership with Unseen

Since 2022, we have partnered with Unseen, a leading sector charity who were founded in 2008 with the aim of eradicating modern slavery. They also run the UK's 24/7 independent and confidential modern slavery and exploitation helpline and have been instrumental in providing advice to HH Global on our approach and how we adopt the same principles in the UK to our global business.



In 2022, Unseen reviewed our existing modern slavery statement and approach providing advice on our future direction. Since then we have made great improvements and have worked with them to develop a global training module which aims to bring awareness of modern slavery, being able to understand the signs, the impact on business and how to report concerns. We are committed to training 100% of our employees during the coming year during our mandatory training refresher which also forms a part of the new starter compliance training.

Unseen has also provided a detailed gap analysis on our modern slavery and forced labor strategy in relation to both internal and external supply chain-facing activities. This analysis provided HH Global with a clear roadmap to continuous improvement that is underway in financial year 2024.



Our strategy for continuous improvement

In financial years 2024 and 2025 we have committed to the following actions and associated KPIs:

- To build on our partnership with Unseen to create a global training program with 100% of employees taking by the end of March 2024 which details the fundamentals of modern slavery, understanding the terms, the signs and the importance
- To re-train all our employees across all areas of compliance training in 2024 through our e-learning suite which will cover those policies detailed in this statement, including our employee Code of Conduct
- To continue to review and update our people policies on at minimum an annual basis to ensure they reflect legislation, best practice and are meaningful
- To introduce a new global role into the business which will be responsible for our overall approach to diversity, equity and inclusion with a strategy in place for regional delivery of these strategic aims
- To introduce a new global role to oversee responsible sourcing practices and strategy
- To roll out modern slavery training throughout our supply chain using the Sustainable Procurement Framework model which will scale out further to reach 900 suppliers in financial year 2024
- To achieving platinum EcoVadis status in financial year 2024 which if achieved would place us in the top 1% of businesses rated globally
- To improving our reporting and transparency across all our stated ESG ambitions and targets

Signed:



Kristian Elgey
Group President

Dated: 25 September 2023

