



## **DENNIS MODERN SLAVERY STATEMENT**

### **INTRODUCTION**

This statement sets out Dennis' actions to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business and our supply chains. This statement relates to actions and activities during the financial year 1 January 2019 to 31 December 2019.

As part of the wider media industry and publishing sector, Dennis recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. We do not tolerate modern slavery or human trafficking in our organisation or in our supply chain.

### **OUR STRUCTURE**

Dennis Publishing Limited is a media publishing company with its head office in the UK.

### **OUR BUSINESS**

Dennis is one of the most dynamic media organisations, operating in the UK and US markets. Its portfolio of over 30 brands, operates in four areas of excellence: Current Affairs, Technology, Automotive and Lifestyle, reaching over 50 million unique users and selling over 2.5million magazines every month. Dennis has transformed its approach from its traditional print publishing roots to a multi-platform publishing and ecommerce business, with a group turnover of over £135m. Dennis brands include The Week, Auto Express, Expert Reviews, BuyACar.co.uk, Cyclist and Viz.

### **OUR SUPPLY CHAINS**

We procure many different services from a variety of suppliers. Our supply chains currently relate mainly to the following activities: printing and publishing; distribution of print products; retail products; suppliers of event spaces for conferences, awards and outdoor events; building services; IT and other infrastructure; professional services; recruitment and training; customer services; marketing and advertising.

## **OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING**

Our opposition to modern slavery and human trafficking is confirmed in our Corporate Social Responsibility principles and reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place anywhere in our business or supply chains.

## **DUE DILIGENCE PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate the risk of human slavery and human trafficking in our supply chains, we conduct regular reviews of suppliers across Dennis.

We are of the belief that we operate in a low risk industry sector characterised by typically low volume but high value work activity. We are confident that most of our supply chain is very low risk and that there is no modern slavery or human trafficking taking place within our direct organisation.

Where we believe that some parts of our supply chain may be of higher risk (medium), say in areas such as our events business, where we routinely hire hotels, function rooms and outdoor spaces, we ensure that we deal with this potential risk through close monitoring of these suppliers as well as requiring the suppliers to adhere to our modern slavery statement as a contractual requirement.

In any instances where we felt there was such a risk, we would contact our existing suppliers in writing, reminding them of the expectations we have when working with them.

We have implemented systems to:

Proactively identify and assess potential risk areas in our supply chains – no new supplier is appointed without them going through our risk assessment.

Mitigate the risk of modern slavery and human trafficking occurring in our supply chains, which we manage through our new-supplier process and our contracts which will give us the contractual right to monitor our supply chains and potential risk areas.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We do not tolerate modern slavery and human trafficking. Since 2017 we have put in place a new-supplier process which both (i) assesses the risk of modern slavery and human trafficking in any new supplier and its own supply chains before we engage with that supplier and (ii) gives us the ability to monitor and audit suppliers once they have been engaged.

Our business operations teams are involved in ensuring this process works effectively and monitors it regularly, adapting as necessary to the changing needs of our business.

## **TRAINING**

We make available specific training for the most relevant groups of employees within the business as part of our management training programme.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains, we also ask our business partners to provide training to their staff and suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending December 31st 2019.

Signed on the Board's behalf by:

A handwritten signature in black ink, appearing to be 'James Tye', written in a cursive style.

**James Tye | Group CEO**