

Human Rights

Global Policy



At Informa, we treat each other, and everyone we work with, equally and with respect, regardless of backgrounds, lifestyles or positions.

We recognise the UN's Universal Declaration of Human Rights, and seek to understand and support the human rights matters connected to our business.

This Policy describes our approach and commitments to Human Rights.

Key Points

Every colleague and business partner has a role to play in meeting Informa's human rights commitments by:



Treating others with dignity and respect, valuing diversity, making business decisions based on business merit and supporting programmes that connect the disconnected



Choosing business partners with care, following due diligence processes where required and being vigilant to human rights risks in the supply chain



Helping to create and maintain a safe working environment by following health and safety laws, regulations and our own guidelines, and reporting any unsafe behaviour



Ensuring we respect the privacy of our customers and colleagues by following all applicable data privacy laws and regulations



Delivering products and services that meet our accessibility standards, are marketed responsibly, and which respect the rights of all those involved in their creation.

Our commitment

Informa works in the global market for knowledge and information, connecting businesses and professionals all over the world with the specialist knowledge that helps them to learn more, know more and do more.

We take our responsibilities seriously and continually strive to ensure that the impact we have on the markets and communities we work in is positive.

We seek to understand the human rights matters that are most closely connected to our business, which include those related to colleague employment and the creation and delivery of our products and services, and to address any actual or potential negative impacts that could arise from our own actions or, indirectly, from our business partners.

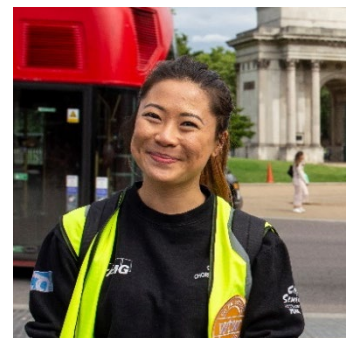
We operate in compliance with local laws and are committed to respecting internationally recognised human rights standards, guided by the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights.

Our approach

Of the 30 distinct human rights identified by the UN, we aim to prioritise those which are most applicable to Informa's businesses.

Our policy is to assess human rights matters regularly, identify relevant matters and prioritise our actions accordingly. We will use our risk assessment processes to identify potential impacts. Where those processes identify potential negative human rights risks, we aim to ensure we have plans in place to help manage those risks, either by reducing the likelihood that they will occur or by limiting or addressing the potential harm created, and to provide appropriate remedy.

We will continue to ensure that these human rights are also discussed in our Codes of Conduct and Group Policies.



Our core principles

Our set of core human rights principles is laid out below. These are based on our current assessment of the matters most salient to what Informa does and how the businesses operate, and where there could be potential for risks and negative impacts.

i) Health, safety & security

As set out in the Universal Declaration of Human Rights, “everyone has the right to life...and security of person”. Everyone has the right to work in a healthy and safe environment and we are committed to seeking the highest standards of health, safety and security, and meeting our responsibilities in that respect.

Our safety frameworks and processes set out to prevent issues before they occur, and we support those who express concerns. Colleagues should understand and follow the health and safety policies, procedures, laws and regulations that apply to our offices, events and other external locations visited as part of work.

ii) Equality and freedom from discrimination

We recognise the rights to equality, freedom from discrimination and freedom of expression. Combining skills and talents and embracing ideas, wherever they come from, are part of Informa’s company guiding principles, and we believe in the value of diversity of thinking as well as representation.

Dignity, respect and equal opportunity

We are committed to upholding a professional, positive, supportive, inclusive and safe workplace, where all colleagues must be treated with dignity and respect, free from harassment or discrimination, and we require our business partners to make the same commitment. We do not tolerate any behaviour that undermines this.

We aim to ensure that colleagues are treated equally and fairly, making recruitment, development and role progression decisions according to each person’s skills, abilities and performance.

Equality of access and opportunity for our customers

We believe that access to knowledge should not be limited because of who a person is, where they live or their physical abilities, or because of race, colour, gender, religion or any other characteristic protected by law, and we aim to expand access to our brands among those who may otherwise face cultural, educational, digital, financial or physical barriers.

We are committed to engaging in programmes that aim to enable “disconnected” people and groups to connect with our networks and knowledge. We participate in development initiatives that support researchers in developing countries and invest in technological and other practical solutions that support improved accessibility.



Informa's annual global fundraising event, Walk The World, sees colleagues from over 30 countries take part in organised walks to raise money for local charities.

iii) Labour practices and working conditions

Everyone has the right to decent working conditions and fair pay, and the freedom from slavery or forced labour.

We recognise the skills and contributions of all our colleagues and pay competitive wages. We comply with all applicable wage and hour laws, such as minimum wage, minimum age for employment, working hours, paid holidays and overtime laws, and expect our business partners to do the same.

Freedom from slavery and child labour

In our business operations and supply chains, there is no place for modern slavery, forced, bonded and child labour, nor any form of labour where the choice to work or not work has been removed, or where children's rights and freedoms are affected. We do not support recruitment that imposes a financial burden on candidates or workers, or creates any form of bonded labour.

iv) Privacy

We recognise the right to privacy and a private life and are committed to the responsible and lawful management and protection of personal information and data.

Colleagues who are responsible for the collection, management or use of any personal data about colleagues, customers, clients or business partners are required to ensure that they act with respect for an individual's rights, and in accordance with all applicable data privacy laws and regulations.

v) Responsible content & intellectual property

We seek to ensure that the content we create, publish and for which we provide a platform is responsible, has been selected and produced ethically, and respects the rights of all those involved in its creation.

We respect the intellectual property rights of our contributors and seek to avoid unethical publishing behaviours such as plagiarism, defamation and dissemination of unethically conducted research. We require that all work sets out to be fair and accurate, differentiates between fact and opinion, is obtained by evidence-based and ethical means, and is promptly corrected where inaccurate or misleading.

vi) Advertising and marketing

Our advertising and marketing materials, and any third party marketing or sponsored content that we provide a platform for, must also respect these commitments. We do not knowingly market to vulnerable groups or support those who do, or produce or host content that in any way undermines our values or commitments to honesty and integrity.

Our broader impacts

There are various areas in which Informa's ongoing business, and our compliance and sustainability programmes also connect with human rights matters. These include the work we do to manage our environmental impacts, our anti-corruption programme and the positive contribution that the knowledge and connections we create and deliver make to global efforts to support human rights.

i) Environment

Negative impacts on the environment can affect individual and community human rights, including impacts to health and the loss of suitable places to live and work.

We comply with all applicable national and local legislation and regulation with respect to the environment, including meeting or exceeding minimum standards and responsibilities in areas such as the avoidance of environmental damage and control of pollution.

Under our FasterForward sustainable business programme, we are committed to reducing our carbon and waste footprint, helping our customers understand and manage their own impacts, and becoming a zero waste and net zero carbon business by 2030.

ii) Anti-corruption

Corruption and bribery can negatively impact communities by distorting markets, diverting money from essential projects and making it difficult for businesses and individuals to succeed on merit alone.

We have zero tolerance for any and all forms of bribery or corruption and are committed to complying with all applicable anti-bribery laws. We expect all colleagues to act in accordance with this commitment, wherever they work and whoever they work with.

Engagement with business partners and suppliers

Human rights issues have the potential to arise in any extended supply chain, and we have a responsibility to seek to work with suppliers that share our commitment to ethical business practices, including human rights.

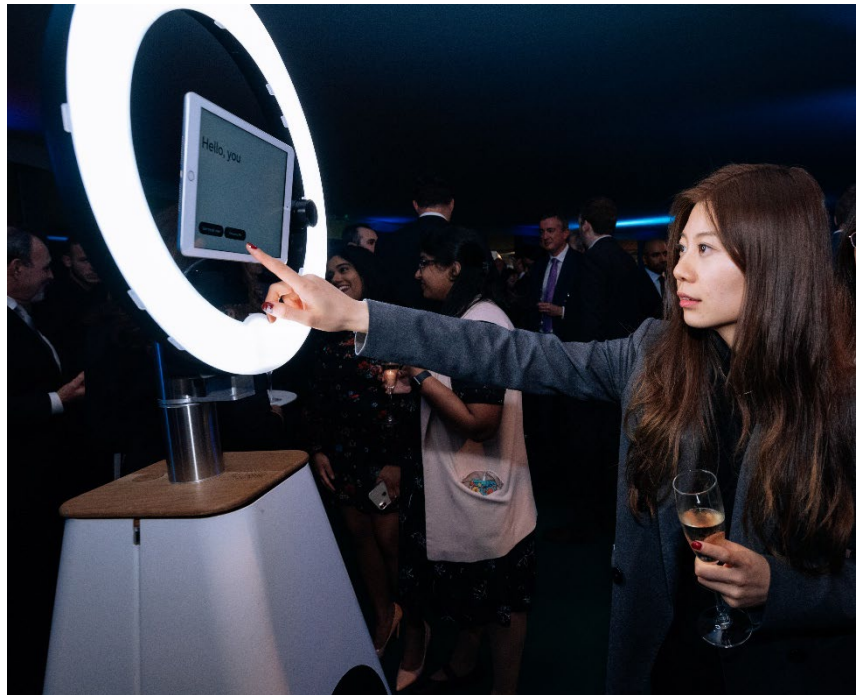
Colleagues who are involved in the procurement of any product or service should ensure that the supplier or business partner agrees to comply with our Business Partner Code of Conduct, or their own equivalent where applicable.

Colleagues should conduct appropriate due diligence on any business partners identified as being at a higher risk for human rights impacts because of the nature or location of their business, and undertake any mitigating activity advised.

All paper and timber products, including printer paper, notebooks should be sustainably certified, in compliance with our **Paper and Timber Policy**, to ensure that we do not knowingly purchase products made from illegally harvested timber or whose harvest contributes to land and labour rights abuses.

Any identified or suspected breaches of human rights or of the Business Partner Code should be discussed and addressed via the appropriate channels.

Any business partner who observes or suspects a breach of this Policy during their work with or for Informa may report to their usual Informa contact or via Speak Up, our confidential whistleblower line.



Reporting concerns

It is important that any potential or suspected human rights issues are identified as quickly as possible, to minimise any impact and enable us to take appropriate corrective action where we can. We encourage all colleagues who observe or suspect a possible violation of our Human Rights Policy to report their concerns to their line manager, or to Divisional HR, or Divisional or Group Compliance.

All colleagues, contractors and other business partners who would prefer to talk to someone in confidence or anonymously may contact Speak Up, our whistleblowing line.

Compliance with this policy

Any infringement of human rights is a serious issue. In many cases, the human rights outlined in this policy are also protected by local and national laws and regulations. The penalties for breaching such laws can include significant financial penalties for organisations and may include fines and imprisonment for individuals.

This policy applies to all colleagues who work for Informa. Failure to comply with this policy, whether intentional or not, may also lead to disciplinary action up to and including dismissal.

Further information

Further information on the steps we take to help to protect human rights are available in our Codes of Conduct and Group Policies, including:

- How we work at Informa: our Code of Conduct
- Anti Bribery & Corruption
- Data Privacy
- Diversity & Inclusion
- Editorial Code
- Health, Safety & Security
- Responsible Advertising
- Sustainability
- How to work with Informa: our Business Partner Code of Conduct

You can also email compliance.officer@informa.com

Speak Up

whenever something
doesn't seem right



We want to know about any issues in our business, so we can take steps to make them right.

If you see any action or behaviour that is unethical, dangerous or inappropriate, we're here to listen.

It could be a potential conflict of interest, a case of harassment, suspected fraud or something else. If you are genuinely concerned, or even if you are unsure and just want to check, you can feel confident speaking up at Informa.

Speaking to colleagues

If you feel comfortable doing so, speak to:

- Your senior leader or manager, or
- HR, or
- Group Compliance

Using our Speak Up service

Hosted by an external third party:

- The service is available 24/7 in multiple languages
- Go to informa.com/speak-up for your regional phone number



Zero Retaliation

We do not tolerate retaliation in any form against anyone who raises a genuine concern.

Policy Governance

Policy Owner:	Group Compliance
Applicable:	This policy is applicable to all colleagues
Classification:	Internal & external policy
Last updated:	March 2023
