

## **Euromonitor International (Global) Modern Slavery Statement**

### **Introduction**

This statement sets out Euromonitor International's actions aimed at ensuring that there is no slavery or human trafficking in its business and its supply chain. This statement relates to actions and activities during the financial year 1 April 2018 to 31 March 2019.

### **Organisational structure and business**

Headquartered in London we have regional offices in Chicago, Singapore, Shanghai, Vilnius, Santiago, Dubai, Cape Town, Tokyo, Sydney, Bangalore, Sao Paulo, Hong Kong, Seoul and Dusseldorf. We employ approximately 1,300 people globally.

Euromonitor is an independent provider of strategic market research. We create data and analysis on thousands of products and services around the world. Given the nature of what we do, we believe there is a low risk of slavery or human trafficking having a connection with our business activities. As an international company we recognise there are global differences in accepted practices with regards to human rights and labour, we comply fully with all aspects of labour law in all countries in which we operate and where our standards exceed those of local legislation, we apply our own. Euromonitor's HR and CSR team are responsible for policies and procedures relating to anti-slavery.

### **Our Supply Chains**

Euromonitor procures a wide range of goods and services via a diverse and varied supply chain, including:

- Facilities management services
- Communication and IT services
- Utilities
- Waste and recycling services
- Various professional services
- Office equipment and supplies
- Agency staff

## **Policies and reporting**

The policies we have in place and this statement reflect our commitment to:

- ensuring employees have a right to work in the hiring country
- paying people fairly and properly for their work
- acting ethically and with integrity in all our business relationships, and
- having effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

The main policies and reporting systems include:

### Recruitment

Our recruitment takes place through a combination of direct advertising on our website, using social media such as LinkedIn and relying on referrals from employees within our organisation. All employees who join us are subject to checks to ensure they are genuine applicants operating as free agents.

### Fair Wage

Since 2013 Euromonitor has been committed to ensuring all staff members are paid a realistic wage. In our London office we ensure contracted staff members earning an hourly rate are paid the London Living Wage and globally reviews are undertaken annually to ensure we are meeting the same standards.

### Whistleblowing

We encourage all employees, contractors and other business partners to report any concerns related to its direct activities or supply chains. Our whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

### Supplier code of conduct

Following a Smeta Audit for Sedex in 2019 we will be introducing a code of conduct for our suppliers. This new policy will ensure that our suppliers have safe working conditions, uphold the Ethical Trading Initiative and have production processes which are responsible and environmentally friendly.

### Sedex

We are a member of the Supplier Ethical Data Exchange (Sedex) sharing information on four key areas: labour standards, health & safety, the environment and business ethics.

#### EvoVadis

We have a bronze accreditation from the sustainability ratings organisation EcoVadis. In 2019 we will be reviewing the audit report and identifying areas where we can develop our policies and procedures with a view to improving our accreditation rating.

#### United Nations Global Compact

We have been a signatory to the United Nations Global Compact since May 2012 and we remain fully committed to supporting and upholding all of the 10 principles. Our yearly Communication on Progress reports are available to view on the corporate social responsibility section of our corporate website [www.euromonitor.com](http://www.euromonitor.com)

### **Corporate Social Responsibility**

Beyond ensuring there is no slavery or human trafficking in our business and our supply chain Euromonitor International has partnered with [Justice and Care](#), an international charitable organisation that works with victims of slavery and human trafficking.

Euromonitor is providing funding over the next two years to enable Justice and Care to develop a Modern Slavery Expert Practitioner Network. Over 180 leads from 43 national police forces, the MET police and 15 CPS Complex Case Units will undergo training, via a Hydra simulation system, to establish best practice guidelines and procedures for modern slavery investigations and prosecutions.

This statement is made in accordance with section 54 (1) of the Modern Slavery Act 2015. It has been approved by the organisation's Board of Directors, who will review and update it annually.

Sarah Hunter  
CSR Director



Date:

16/03/19

