

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 global outsourced marketing execution provider. Applying proven processes, industry-leading technology, and the deep expertise of over 3,300+ employees, we develop innovative solutions that drive down the cost of our clients' physical marketing procurement and content development, while improving quality, sustainability, and speed to market.

HH Global has presence in 50 locations across Europe, the U.S., Latin America, the Middle East, and Asia-Pacific. We work with some of the largest, exciting and most progressive global brands. These contracts involve dealing with multiple stakeholders from different regions, coordinating high-profile, business-critical print, POS (temporary and permanent), promotional merchandise, luxury packaging and creative projects.

Our approach

As a privately owned company, 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 Company's intranet site.

Supplier due diligence

Our procurement process includes the verification of supplier's compliance programme. All our suppliers are expected to comply with all laws and regulations and as part of our due diligence for supplier onboarding, 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 the 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 Act are passed through our supply chain.

These will include our efforts to:

- Obtain contractual warranties in new engagements, which ensure that no slavery is used anywhere in 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 second party 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 employees on the impact of the 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 31st March 2021



Michael Keen, Regional CEO - Europe