



## **MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2019**

### **Business structure and summary of operations and supply chains**

Archant Limited is privately owned media company, registered in England & Wales under company registration number 04126997. The Archant group of companies<sup>1</sup> principal activity was primarily UK based and comprises a single trade of publishing content, predominantly in print, online, through mobile technologies and live events

Our supply chain consists of freelance editorial suppliers and photographers, predominantly UK based print, distribution suppliers, events suppliers, and UK and worldwide based materials, technology suppliers and 3rd party design. The main change to our supply chain during the year was the switch to having our 4 daily titles printed and distributed by subcontractors, Newsprinters Limited and Menzies Limited. Both companies have contracted to ensure that Modern Slavery is eliminated in their supply chains and initial review of the information they have supplied shows no significant concerns.

### **Archant's values, policies, and training**

Archant's values, policies, and training Archant takes the modern slavery and human trafficking issues seriously. All of Archant must comply with legislation and regulations and must conduct their activities in line with the Archant core values of Respect, Creativity and Pride.

We have formal policies in place intended to promote ethical and legally compliant business conduct including:

- Equal Opportunities
- Dignity at Work
- Business Standards
- Whistleblowing

We provide a helpline, operated by an independent third party, to raise any concerns and report any issues of potential non-compliance with relevant legislation in confidence and without fear of retaliation. We also offer our employees a confidential help line for information and counselling on a wide range of personal and work-related topics.

Archant upholds the principle that freedom of association and the right to collective bargaining are respected; some of our staff are members of National Union of Journalists and Unite.



The Procurement team and the Company Secretary have received on the job training on modern slavery issues. As other individuals who deal with suppliers in higher risk areas are identified training will be given.

## **Our supply chain**

In our Group Finance Manual there are purchasing procedures, including details of types of purchasing/sourcing that must go through a formal process: for example, any external printing must be organised through the Director of Production. Furthermore, there are additional procedures for higher value suppliers which must involve Group Procurement.

Any suppliers that require Group Procurement involvement under the Group Finance Manual will be subject to a tender process including a supplier risk rating. As part of the supplier risk rating Archant evaluates suppliers internally, grading each supplier based on the industry or country risk (as produced by Global Slavery Index <http://www.globalslaveryindex.org>).

Archant is committed to putting in place contracts with all suppliers which require suppliers to self-declare if they or their supply chain partners operate in a way which could be in contravention of the principles of Modern Slavery. We would audit the supplier if we received any indication that there is a probability of modern slavery in the supplying organisation or its supply chain.

Following a review of our suppliers we deem the risk of modern slavery issues in our organisation and supply chain is low; however we will continue to work on assessment criteria to monitor and if necessary put in place procedures to reduce the risk in our supply chain.

## **Companies Covered by this statement**

This statement covers Archant Limited (registered in England & Wales under company registration number 04126997 in administration) and Archant Community Media Limited (registered in England & Wales under company registration number 19300) for the financial year 1 January 2019 to 31 December 2019 and has been approved by the board of Archant Community Media Limited.

A handwritten signature in blue ink, appearing to read "S. Bax".

Simon Bax  
Executive Chairman  
October 2020

<sup>1</sup> The companies which Archant Limited directly owns. In this statement Archant means Archant Limited and its subsidiaries. Likewise, the words "we", "us" and "our" are also used to refer to subsidiaries in general or those who work for them.



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Jeff Henry  
Chief Executive  
April 2019

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Jeff Henry  
Chief Executive  
July 2018

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## **MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2016**

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### **Business structure and summary of operations and supply chains**

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Following a review of our suppliers we deem the risk of modern slavery issues in our organisation and supply chain is low; however we will continue to work on assessment criteria to monitor and if necessary put in place procedures to reduce the risk in our supply chain.

This statement covers the financial year 1 January 2016 to 31 December 2016 and has been approved by the board of Archant Limited.



Jeff Henry  
Chief Executive  
July 2017

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