

## MODERN SLAVERY STATEMENT

### INTRODUCTION

Thames & Hudson was founded in 1949 and, informed by the personal histories of our founders, we are proud to uphold high standards in acting fairly and ethically wherever we do business. These standards are built on the values of the company and our employees, and reflect our collective commitment to acting with integrity throughout our organisation. We wholeheartedly condemn corruption in all its forms and modern forms of slavery such as forced or compulsory labour, child labour or human trafficking. We will not tolerate it in our business or in any business with which we work.

### OUR BUSINESS

Our business comprises trade book publishing and book distribution services. We produce printed and electronic trade and educational books, and provide distribution services worldwide. Our registered office is located in the UK, with more than 150 staff employed in London. We have subsidiary companies in France, Hong Kong, Singapore and Australia as well as a sister company, Thames & Hudson Inc., in the United States.

### OUR SUPPLY CHAINS

Our supply chains include:

- Print production
- Other publishers, whose works we either co-publish or distribute in our territories;
- Property owners (landlords)
- Logistics and distribution services
- IT and other office equipment suppliers
- Professional services from lawyers, accountants and other advisers, travel-related services, office cleaning and other office facilities services

We have assessed the areas of risk of modern slavery in our business and have concluded that most of our business is at low risk. The main areas of greater risk, however, include:

- Colour print and book production services in Eastern Europe, China, India and the Middle East
- Office facility services (such as cleaning and catering)
- The use of agency workers in warehouses

As a company, we are committed to acting ethically and with integrity in all our business relationships, and we expect the same standards from our contractors and suppliers, and from the publishers for which we sell and distribute books. To this end, we include clauses prohibiting the use of forced, compulsory or trafficked labour in the Terms & Conditions under which we engage our print suppliers. We have also included a clause in our agreements with distributed publishers that requires them to adhere to the highest ethical standards. If we consider any party to be in breach of these conditions, our agreement with them will be terminated.

## **OUR POLICY ON MODERN SLAVERY**

We are committed to ensuring that there is transparency in our own business and in our approach to tackling modern slavery, wherever we encounter it, by implementing and enforcing, wherever possible, effective systems and controls in our business and our supply chains.

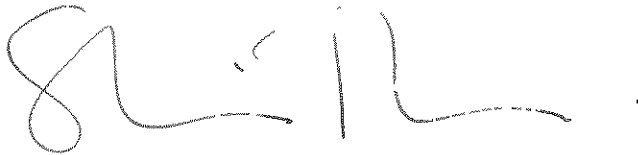
## **OUR ACTIONS**

- In 2022, for the first time, we will be participating in the Book Chain Project in the UK – a collaboration between leading publishers who have worked together since 2003 to drive social and environmental responsibility in product supply chains. This includes the sharing of labour and environmental audits between members. The Book Chain Project has also established a publishing industry Code of Conduct for suppliers to ensure that all sites meet their recognised standards, based on existing laws and recognised codes, for labour and environmental practices. Our aim is for all our print suppliers to commit to working towards the standards set out in The Book Chain Project Supplier Code of Conduct.
- We are conducting an initial full audit of all our print production suppliers, and will later audit all the other suppliers throughout our business. This audit will be repeated every two years.
- We are in the process of drawing up a Supplier Code, which sets out our policy on modern slavery and related issues. Every new and existing supplier will be expected to sign up to this code if they are to be a supplier to Thames & Hudson.
- We are ensuring that all employees are made aware of our policy on modern slavery and its objectives.
- We will continue to assess and review our business activities, especially in areas and jurisdictions deemed to be risky, and will act on any areas that may pose a risk.

- We are committed to ensuring that all relevant decision-makers within the company and all relevant staff in production teams are equipped to raise awareness of modern slavery and are provided with information on how to report such concerns.

Pursuant to s.54 of the Modern Slavery Act 2015, this statement constitutes Thames & Hudson's slavery and human trafficking statement ("Modern Slavery Statement"). It reflects the principles, practices and policies in place at Thames & Hudson Ltd and its subsidiary companies. The Modern Slavery Act 2015 prohibits slavery, servitude, forced or compulsory labour, child labour, workplace abuse and human trafficking ("Modern Slavery").

This statement has been approved by the Board of Thames & Hudson Ltd and on behalf of its subsidiary companies.



Sophy Thompson  
CEO and Publisher  
For and on behalf of Thames & Hudson Ltd

23 May 2022