

Euromonitor International Modern Slavery Statement

Introduction

This statement details the actions of Euromonitor International which aim to ensure there is no slavery or human trafficking in its business or supply chain. This statement relates to the actions and activities during the 1 April 2023 to 31 March 2024 fiscal year.

Organisational structure and business

Headquartered in London, we have regional offices in Bangalore, Chicago, Cape Town, Dubai, Dusseldorf, Hong Kong, Mexico City, Santiago, Sao Paulo, Seoul, Singapore, Shanghai, Sydney, Tokyo and Vilnius. We employ over 1,400 people globally.

Euromonitor International is an independent provider of strategic market research. Creating data and analysis on thousands of products and services around the world. Given the nature of what we do, we believe there is minimal 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, CSR, Compliance and Procurement teams are responsible for the 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 chain.

The main policies and reporting systems include:

Recruitment

Our recruitment is managed through our inhouse Talent Acquisition Team and takes place through a combination of direct advertising on our website, social media platforms such as LinkedIn, recruitment websites, recruitment agencies and referrals from employees within our organisation. All employees who join us are subject to checks to ensure they have the required right to live and work in the country where we employ them.

Fair Wage

Since 2013 Euromonitor has been committed to ensuring all staff members, including Interns, are paid a realistic wage. In our London office all employees and interns are paid at least 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 Euromonitor International's direct activities or activities in its supply chain. Our whistleblowing procedure is designed to make it easy to make disclosures, without fear of retaliation. All employees also have access to Safecall, which complements our whistleblowing procedure. Safecall is a confidential web and telephone-based support service which allows employees to report any concerns surrounding any aspect of work to the business anonymously. Safecall also provides guidance and advice to employees on such matters.

All new employees are made aware of our Whistleblowing procedure and Safecall as part of our Day 1 Induction.

Supplier code of conduct

Euromonitor International have a code of conduct for suppliers. This policy ensures 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.

EcoVadis

We are accredited by the sustainability ratings organisation EcoVadis. EcoVadis review our policies and procedures annually and award a rating which we look to continually improve.

United Nations Global Compact

We have been a signatory to the United Nations Global Compact since May 2012 and are fully committed to supporting and upholding the 10 principles. Our annual Communication on Progress reports are available to view on the corporate social responsibility section of our corporate website www.euromonitor.com

Corporate Social Responsibility

Beyond ensuring there is no slavery or human trafficking in our business or our supply chain Euromonitor International has partnered with [Justice and Care](#), an international charitable organisation which works with victims of slavery and human trafficking. Euromonitor is providing funding to enable Justice and Care to develop a Modern Slavery Expert Practitioner Network, training for staff from national police forces, the MET police and CPS Complex Case Units to establish best practice guidelines and procedures for modern slavery investigations and prosecutions. We are in the second year of our two year partnership with the committed to donating £100,000.

One of Euromonitor employees spent 6 weeks of their sabbatical leave working pro bono for Justice and Care. They utilised their specific skillset to analyse collected data, offer insights and assist in strategy planning.

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.



Emma Blaney
HR and CSR Director

Date: 22/04/2024