



Introduction from the Group Chief Executive

'We are proud of our reputation for acting fairly and ethically wherever we do business. This reputation is built on our company values, the values of our employees, and our collective commitment to acting with integrity throughout our organisation. We wholeheartedly condemn modern forms of slavery, such as forced or compulsory labour or human trafficking, and we will not tolerate it in our business or in any business we work with.'



Our Business and Organisation Structure

WE ARE:

2nd Largest publishing Group

WE HAVE:

1,800 Employees based in the UK

WE HAVE:

10 Publishing Divisions

Hachette UK is the UK's second-largest publishing group, with approximately 1,800 people based in the UK. Its mission is to make it easy for everyone to discover new worlds of ideas, learning, entertainment, and opportunity.

The group consists of 10 publishing divisions, including: Headline Publishing Group; Hodder & Stoughton; Hachette Children's Group; Hachette Learning (formerly the Hodder Education Group); John Murray Press; Little, Brown Book Group; Orion Publishing Group; Octopus Publishing Group; Storyfire Ltd (trading as Bookouture) and Paperblanks. Collectively, these divisions are made up of over 60 individual imprints.

Hachette UK is owned by Hachette Livre, one of the world's largest trade and educational publishers, which is part of the *Lagardère* group.



Distribution

Our Didcot-based distribution centre, the Hely Hutchinson Centre (HHC), provides distribution services for all our companies and several third-party UK publishing clients. The Hely Hutchinson Centre (HHC), which opened in August 2018, is one of the most advanced distribution centres in Europe, shipping more than 65 million books globally each year. Approximately 400 people work at our Didcot site in warehouse operations, customer services, IT, finance, and HR

Our Supply Chains

Our supply chains relate mainly to print production, typesetting, ebook conversion, warehousing and distribution services, but also include suppliers providing creative, marketing and advertising services, general professional advisers, and IT and office facilities services.

We evaluate the areas of risk of modern slavery and human trafficking in our business based on the following criteria:

- (i) The types of goods/services we purchase where modern slavery and human trafficking vulnerabilities have been reported to be more prevalent.
- (ii) The countries these goods/services are sourced from using slavery and trafficking risk indices to identify countries with a higher risk of modern slavery and human trafficking.
- (iii) The annual Hachette UK group spend with these suppliers

We have concluded that the main areas of greater risk are:

- Colour print, e-book conversion and book production services in Eastern Europe, China, India, Asia and the Middle East
- Office facility services such as cleaning and catering
- Use of agency workers in warehouses and distribution centres



Our Policies on Slavery and Human Trafficking

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery or human trafficking, wherever we encounter it, by implementing and enforcing effective systems and controls in our business and our supply chains. As part of our approach to ethics and in line with our regulatory obligations, our parent company, Lagardère, has set up a group-wide whistleblowing system – “Ethics Line”. Ethics Line allows anyone to raise an alert about behaviour they observe in connection with Hachette UK’s activities that breaches business ethical standards including labour standards.

Our Responsible Supplier Charter, our Employee Handbook and the Lagardère Group Code of Ethics reflect our commitment to acting ethically and with integrity in all our business relationships. The Responsible Supplier Charter expects our suppliers and indirectly their partners and subcontractors to comply with our core principles in the areas of human rights, labour standards, the environment, anti-corruption, and generally to conduct their activities in a manner contributing to the broader objective of sustainable development from a social, environmental and economic perspective. The Employee Handbook reinforces our message to all staff that we condemn modern forms of slavery such as forced or compulsory labour or human trafficking. We expect the same standards from our contractors and suppliers and underline this by including clauses prohibiting bribery and the use of forced, compulsory or trafficked labour in relevant contracts.



Audits & Assessment

Hachette UK participates in the Book Chain Project. This is a collaboration between UK and US publishers who have been working together for over a decade to develop a common process to assess labour and environmental standards in the printing facilities that produce our products.

The Book Chain Project shares a publishing industry Code of Conduct for suppliers, ensuring that all sites meet their recognised standards, based on existing laws and recognised codes, for labour and environmental practices. Publishers may also accept other comparable standards through the Book Chain Project tool, for example, ICTI or SMETA audits. Suppliers can share their audit results with multiple publishers, saving them time and money by avoiding duplication.

Hachette UK requires most of its paper, print, bind, gifts and games suppliers to register with the Book Chain Project if they are not already members of Sedex or the ICTI. Registered suppliers are required to self-audit using approved standards on a 12-monthly basis and certify as in compliance or issued with a Corrective Action Plan. In the event of a Corrective Action Plan, Hachette UK will work with the printer in question to improve standards and achieve compliance with the required standards. Suppliers not registered with the Book Chain Project are required to provide information about their compliance to us separately as part of our due diligence processes.

Where high-risk suppliers are not members of Sedex or ICTI, Hachette UK requires them to complete an annual assessment questionnaire. If any non-compliances are disclosed, Hachette UK will work with the supplier to implement corrective actions. We expect suppliers to resolve non-compliances within an agreed timeframe. This process is managed through an online platform operated by EcoVardis.



2025 Actions

In 2025, we continued working towards the following targets in Key Performance Indicators (KPIs):

- Acceptance of the Suppliers Charter to reach 100% for new high-risk suppliers and 75% for existing high-risk suppliers;
- Site inspections for all high-risk suppliers over the next five years; and
- Inclusion of appropriate compliance undertakings of 100% for new high-risk suppliers and 75% for existing high-risk suppliers.

We succeeded in reaching a compliance level of 75% or above of our existing high-risk suppliers accepting our Suppliers Charter and 75% of existing high risk suppliers including compliance undertakings in agreements. We did not appoint any new high-risk suppliers.

To date we have carried out site inspections of 72% of our high-risk production suppliers. Reports from visits were based on tours of sites, engagement with senior management and factory-floor workers, inspection of accommodation blocks and review of health and safety measures. No concerns were raised following visits. We ensured all relevant staff completed our online training programme.

We reviewed our Suppliers Charter. We are consulting with relevant parts of the business and our parent company to ensure planned updates reflect current practice and meet regulatory requirements.



Ongoing due diligence process for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk and ensure supplier adherence to our values, we will:

- be working with our parent company, Hachette Livre, towards the introduction of a new due diligence tool, Compliance Catalyst;
- assess and keep under review our activities, especially in areas and jurisdictions deemed to be high risk, and act on any areas that may pose risk;
- ensure all relevant decision-makers within the company and all relevant staff in production, facilities and distribution are trained, including to raise awareness of the signs of modern slavery and human trafficking and provide information on how to raise complaints within the company;
- conduct due diligence when appointing new suppliers and monitor compliance with our Suppliers Charter;
- review and revise our due diligence processes and documents and rollout a revised version of our Suppliers Charter to reflect current practice; and
- achieve target KPIs to mitigate the risk of slavery in the supply chain including (i) onsite inspections for relevant suppliers; (ii) acceptance of our updated Suppliers Charter; and (iii) formal agreements with high-risk suppliers to include appropriate compliance undertakings.

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 31 December 2025. This statement was approved by the management Board of the Hachette UK Group.

Chief Operating Officer

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