

M+C SAATCHI GROUP

M&C SAATCHI PLC (THE COMPANY)

SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024, APPROVED BY THE BOARD OF DIRECTORS ON 15 MAY 2025.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the **Act**) and constitutes the Company's slavery and human trafficking statement for the financial year ended 31 December 2024 for the Company, inclusive of relevant subsidiaries of the Company to which the Act applies.

The Board has, at a properly convened meeting on 15 May 2025, viewed and approved this statement, and delegated authority to sign it on the Board's behalf to the Chief Executive Officer of the Company.

INTRODUCTION

We recognise the severe impact of modern slavery, including forced labour, human trafficking, and child labour, on individuals and communities worldwide. This statement outlines our commitment to preventing modern slavery and describes the steps we are taking to ensure that slavery and human trafficking do not take place within our operations or our supply chains.

We understand that combating modern slavery requires continuous effort, vigilance, and a collaborative approach. Therefore, we are committed to maintaining and improving our practices to ensure that our business operations and supply chains are free from modern slavery and human trafficking.

For the purposes of this statement, slavery and human trafficking are based on the definitions set out in the Act.

OUR BUSINESS

The Company operates across a globally diverse, regional network, delivering creative, strategic and data-led services across five core specialisms (Advertising, Issues, Passions & PR, Consulting and Media).

The Company is headquartered in London and listed on the FTSE AIM index of the London Stock Exchange. The Company and its subsidiaries (the **Group**) have over 2,000 employees and operations in 22 countries with major hubs in the UK, Europe, Middle East, APAC and the Americas, supported by global shared services. The Group reported global turnover for the year ended 31 December 2024 of c£395 million.

More information on our business can be found at www.mcsaatchi.com.

OUR SUPPLY CHAINS

Given the nature of our business, our immediate suppliers are at relatively low risk of modern slavery. We do not act as a producer, manufacturer or retailer of physical goods and have no supply chains relating to such activities.

Our supply chains include (but are not limited to): marketing consultants, advertising production, market research and other marketing services providers, information technology providers (software and

hardware), professional services, insurance and benefits providers, recruitment agencies, cleaning and catering services, office facilities and maintenance service providers.

During the year to 31 December 2024, we were not made aware of, nor did we discover, any issues relating to modern slavery in our supply chains.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

The Board believes the Company does not operate in an industry where modern slavery is prevalent and that the risk of becoming directly involved in the support or encouragement of slavery, unwittingly or otherwise, is minimal. However, as with many service industry companies, we recognise that modern slavery is an issue across many sectors that constitute our supply chains, particularly including IT equipment and services, food and beverage suppliers, and cleaning services. The Company is committed to ensuring our business is operated ethically and with integrity, by taking a no tolerance approach to slavery or human trafficking in our organisation. We will never knowingly deal with any organisation which is connected to slavery or human trafficking. However, as with all businesses, modern slavery is endemic in certain industries which are many tiers down in our supply chains. Industries at particular risk include:

- Food and beverage.
- Electronics (particularly at the raw materials stage).
- Construction.

RISK ASSESSMENT AND DUE DILIGENCE

Initiatives related to modern slavery in supply chains are included in our ESG Commitment: ***Drive alignment with our planet and people goals across our supply chains*** (see page 56 of our Annual Report and Accounts for the financial year ended 31 December 2024).

In 2024, we:

- implemented new processes with the aim of ensuring all new suppliers sign our Supplier Code of Conduct;
- identified our highest-risk suppliers across key metrics (including modern slavery risk) and started to develop an action plan to address those risks. We are working with a UK-based NGO to deep screen our suppliers – their tool became available to us in June 2024 and we have started reviewing our largest suppliers;
- identified procurement areas where we can adopt a ‘sustainability first’ approach to suppliers and started to develop and implement an approved suppliers’ policy to support this. We have started implementing this where contracts are being renegotiated, for example, we only shortlisted couriers that pay the London Living Wage and prioritise the health and safety of their workers;
- proposed and secured budget for additional headcount to enable us to better roll-out our supplier questionnaire programme in 2025;
- set targets for specific metrics on a supplier category basis, starting where we have most control and impact.

Our Supplier Code of Conduct covers:

- environmental impacts, including water, waste, chemicals, biodiversity and GHG emissions, with a clear roadmap for introduction of science-based targets and reporting across all material Scope 1, 2 and 3 emissions (sole traders and micro-businesses are excluded from the roadmap commitment);
- human rights issues, including modern slavery, forced labour, human trafficking, retention of passports, debt bondage and child labour (this does not include child work) as per international labour standards;
- supply of conflict minerals;
- a safe working environment for all workers and subcontractors that is free of harassment and includes the right to collective bargaining;
- minimum wages and working conditions, including fair treatment and freedom from discrimination for all workers and subcontractors;
- whistleblowing;
- business ethics and sound governance, including corruption, conflicts of interest and privacy;
- effective remediation for victims of violations of the code;
- training of employees to understand and deliver against our code;
- a supplier commitment to use their best efforts to implement these standards within their own supply chains;
- a commitment from us to support suppliers in their efforts to comply with our code.

In our previous statement, we stated we would report against the following key metrics:

- the percentage of our supply chain signed up to our Supplier Code of Conduct;
- the percentage of our supply chain responding to our supplier questionnaire.

With the commencement of our additional headcount in this area in 2025, we will be able to do this.

We also:

- protect whistleblowers within our business by providing access to a dedicated third party whistleblowing platform;
- commit thoroughly to investigating any allegations made and taking appropriate action following an investigation;

- have an ISO45001 and ISO14001 compliance programme in respect of central operations within the UK. As part of this programme, we ask suppliers to report the controls they have in place to assess and mitigate modern slavery in their business and supply chains.

We know the growth of our business allows us the opportunity to continually provide quality employment opportunities and foster human rights and ethical practices within the Group. We embrace opportunities to work collaboratively to bring about change through our collective networks by working with companies in our supply chains who share our values and by taking part in cross-sector initiatives for collective action.


RECRUITMENT

We are an equal opportunities employer and pay a fair living wage in all jurisdictions that we operate in. All contracts of employment are drafted in accordance with the highest standards of local law and are compliant with human rights standards. We have now completed the global implementation of an HR information system which has improved the people related monitoring and reporting capabilities of the Group, therefore increasing oversight. We are confident that there is no risk of slavery or human trafficking in the employment or engagement of employees across the Group, but we remain vigilant.

TRAINING AND AWARENESS

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are committed to providing appropriate training to relevant staff, including through induction programmes and compliance training. Employees have access to a dedicated third party platform for raising concerns. Our processes will always protect individuals who come forward from being victimised further and provide access to counselling and support.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ended 31 December 2024.

Signed by:

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Zaid Al-Qassab
Chief Executive Officer
M&C Saatchi plc