

# Time Out

## Modern slavery statement

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This statement sets out the steps that Time Out Group plc (the “Group”) has taken to mitigate the risk of slavery and human trafficking occurring within any part of our business during the financial year ended 31st December 2018.

We are committed to carrying on our business operations responsibly and to acting ethically and with integrity in all business dealings and relationships. We are committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking do not take place in our own business or in any of our supply chains.

### About the group

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**TIME OUT GROUP** plc is a leading global media and entertainment business that inspires and enables people to enjoy and explore the best of the city.

Time Out’s digital and physical presence comprises websites, mobile, social media, magazines, Live Events and Time Out Market. Across these platforms Time Out distributes its high-quality content – curated by professional journalists – around the best food, drink, music, theatre, art, travel and entertainment across 315 cities and in 58 countries. Time Out is monetising this global reach and its strong traffic from a desirable audience via digital and print advertising as well as e-commerce.

Time Out Market is bringing the best of the city together under one roof: its best

restaurants, bars and cultural experiences, based on the editorial curation Time Out has always been known for. The world’s first food and cultural market experience based wholly on editorial curation, Time Out Market captures decades of local knowledge, independent reviews and expert opinions. Everything that is being offered in Time Out Market must have been reviewed with four or five stars, and not one star less, by independent Time Out journalists.

The Group is managed from the head office in London, ultimately controlled by a Board of Directors who delegate day to day responsibility for the business to the CEO and CFO.

The Group’s global turnover was £48.8 million at 31st December 2018.



# Commitment

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**THE GROUP ACKNOWLEDGES** its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not knowingly enter into business with any other organisation, in the United Kingdom or abroad, which supports or is

found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, US and other Group locations, and, in many cases, exceeds those minimums in relation to its employees.

# Our supply chain

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**THE GROUP'S SUPPLY** chain is not particularly long or complex, given the nature of the core business. We work with small range of suppliers who provide goods and services across a number of different categories, such as property and facilities management, IT and telecoms, and other services. Therefore, we have close relationships with our suppliers and good visibility of our supply chain, and do not feel that it is particularly susceptible to labour exploitation or other forms of slavery and human trafficking. Nevertheless, we are committed to preventing these practices from occurring within both our business and our supply chain, which is demonstrated by our policy and procedures.

Within Time Out Market's business, the risk of slavery and human trafficking is higher, as we do not have complete visibility due to our reliance on third party suppliers and contractors that are used to develop and construct market sites, as well as operate the sites once open. We engage with local businesses for the provision of labour and materials. A number of sites are in the construction stage. At the date of publishing there are currently three operational Time Out Markets - one in Lisbon, one in Miami and one in New York. Within the next six months Time Out Market will open 3 additional sites across North America. We have a zero-tolerance approach to modern slavery in our organisation and across our supply chains. We are in the process of scrutinising our supply chain across business to satisfy ourselves that our suppliers and contractors comply with the requirements

of the Act.

We predict Time Out Market will have exponential growth over the next few years, which will inevitably increase our risk exposure to modern slavery practices. We are aware of our responsibilities to continuously evaluate and update our position as a business in the midst of growth. We take a risk based approach to our contracting processes and keep them constantly under review. Where applicable or necessary we ensure that all third party suppliers are made aware of our anti-slavery responsibilities and we ask them to agree to be contractually bound by our codes of conduct, which sets the standards that we require to combat modern slavery. Each of our chefs at each of the markets is made fully aware of their moral and ethical duty to act with the highest standards of integrity in providing their services, and sourcing their products, packaging and ingredients. We aim to ensure that Time Out Market abides by its corporate responsibility to its customers, shareholders and colleagues in deterring, detecting and preventing, and responding to those who would seek to use Time Out Market to facilitate any form of modern slavery crime. It is the responsibility of all those working for Time Out Market, or our behalf to ensure that such standards are met and maintained. If we discover any individuals or organisations working on our behalf are in breach of our anti-slavery policy then we will ensure that all necessary and appropriate action is taken, whether that is a remedy of the breach and/or the termination of the relationship.



## **Policy and training**

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**WE ARE COMMITTED** to ensuring there is no modern slavery or human trafficking in our supply chain or any part of our business. We have developed an Anti-Slavery Policy that reflects our commitment to acting ethically and with integrity in our business relationships and

operations.

Employees at all levels have access to the policy via the company's HR Portal. New hires are required to read and acknowledge that they have read all company policies, including the Anti-Slavery policy as part of their induction.

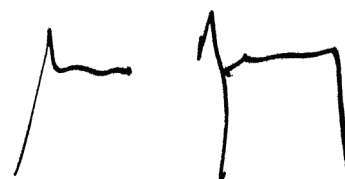
## **Conclusion**

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**WE ARE NOT** aware of any slavery or human trafficking taking place in our business or supply chain and we shall continue to apply appropriate risk-based diligence to ensure compliance with the Act.

This statement is pursuant to section 54 of the Act and constitutes the slavery and trafficking statement for the financial year ended 31st December 2018 for Time Out Group plc and its subsidiaries.

This statement was approved by the board of Time Out Group plc on 3 June 2019.



Julio Bruno  
Time Out Group CEO