

MODERN SLAVERY ACT 2015 STATEMENT

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in our wider supply chain. The Frontline Group is committed to ensuring slavery and human trafficking is not taking place anywhere within our businesses or our supply chain.

ORGANISATION'S STRUCTURE

Frontline Ltd operates within the magazine sales and distribution industry and is a joint venture between Bauer Media, Immediate Media Company, H Bauer and Haymarket. It has 100% shareholding in Seymour Distribution which operates in the 3rd party distribution market, and Seymour International which exports magazines to over 90 countries. With a workforce of circa 230, the Frontline Group manages the distribution of more than 250 million magazines a year to over 50,000 retailers.

This statement is made on behalf of the UK operations of Frontline Ltd, Seymour Distribution Ltd and Seymour International Ltd.

OUR BUSINESS

The Frontline Group manages the end to end magazine distribution from printer to store. This involves managing relationships with Printers, Carriers, Wholesalers and Retailers on behalf of our Publishers. Businesses within the Frontline Group maintain clear independent focus on their respective clients, publishers and retailers.

OUR SUPPLY CHAINS

Our UK supply chain includes:

- Wholesalers
- Carriers
- Printers and Finishing houses
- Subscription Mailing Houses

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Supplier Conduct Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to

implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have systems in place to:

- identify and assess potential risk areas in our supply chains.
- mitigate the risk of slavery and human trafficking occurring in our supply chains.
- monitor potential risk areas in our supply chains.
- protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect contractors and all those in our supply chain to comply with our Supplier Conduct Policy.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will communicate our Anti-Slavery and Human Trafficking Policy and provide annual training to all members of staff.

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 current financial year.

Frank Straetmans
Frontline Group