

## **Modern slavery statement**

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.

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 to ensure slavery and human trafficking do not take place in our own business or in any of our supply chains.

## **About the Group**

Time Out Group is a global media and hospitality business that inspires and enables people to experience the best of the city through its two divisions - Time Out Media and Time Out Market. Time Out launched in London in 1968 to help people discover the exciting new urban cultures that had started up all over the city - today it is the only global brand dedicated to city life. Expert journalists curate and create content about the best things to Do, See and Eat across 333 cities in 59 countries and across a unique multi-platform model spanning both digital and physical channels. Time Out Market is the world's first editorially curated food and cultural market, bringing a city's best chefs, restaurateurs and unique cultural experiences together under one roof. The portfolio includes seven open Markets in cities such as Lisbon, New York and Dubai, several new locations with expected opening dates in 2024 and beyond, in addition to a pipeline of further locations in advanced discussions. Time Out Group PLC, listed on AIM, is headquartered in the United Kingdom.

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 the executive leadership team.

## **Commitment**

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 standards that are appropriate for a business of its size and type in relation to its responsibilities under relevant employment legislation in the UK, US and other Group locations, and, in many cases, exceeds the legal minimums standards in relation to its employees.

## **Our UK supply chain**

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. 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 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 these processes 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 aware of our expectations that they act with the highest standards of integrity in relation to their employees and 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 on 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 awareness**

We are committed to ensuring there is no modern slavery or human trafficking in 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**

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 30 June 2023 for Time Out Group plc and its subsidiaries.

This statement was approved by the board of Time Out Group plc on 20 February 2024.

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**Chris Öhlund**  
**CEO, Time Out Group**