

# Statement on Modern Slavery

Updated June 2024

## Why do we have a statement?

Section 54 of the Modern Slavery Act 2015 requires commercial organisations that supply goods or services from or to the UK and have a global turnover above £36 million to publish a slavery and human trafficking statement each financial year, which sets out the steps they have taken to ensure there is no slavery or human trafficking in their business or supply chains, or say that no such steps have been taken. This statement is made by Human8. We are a market research company with our headquarters in Belgium with subsidiary companies in the UK and other areas of the world. This statement also applies to our group companies in the UK.

## Our commitment

### Zero tolerance

We have a zero tolerance towards modern slavery and human trafficking and will not enter into business or will discontinue business with any organisation which knowingly is involved in any modern slavery. We consider that our exposure to modern slavery is limited given the nature of our services and we are committed to taking steps to combat modern slavery that are consistent and proportionate with our sector, size and operational reach.

### Clients

Who we work with: We will not work with organisations which are knowingly involved in modern slavery.

### Suppliers

Supplier process: Human8 ask all suppliers to review and commit to our ESG Supplier Charter. Within the Charter we require that our suppliers do not support modern slavery.

Monitoring our Performance: We are currently establishing best practice that our relationship managers to hold supplier account review meetings with all key suppliers and not conduct any business where modern slavery has been performed.

### Staff

Business Ethics Policy and our Values: Our Business Ethics Policy supports our company values and the promotion of ethical behaviours right across the business.

Contractual Entitlements: We offer a competitive remuneration package which we regularly review and offer many additional benefits.

Zero hours contracts: We do subcontract some work on a zero hours' basis but we take care to ensure that this is the desired way of working of the individuals involved.

Staff survey: we conduct regular staff surveys on an anonymous basis to ensure employees have a voice and we act on the findings as appropriate.

Training: we have implemented appropriate training on modern slavery and human trafficking in our UK group companies.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 relating to the financial year ending 31<sup>st</sup> December 2023. "Human8" is defined as: Human8 Europe, with registered office at 9032 Ghent-Wondelgem, Evergemsesteenweg 195, BE0708.926.379 and all of its affiliates and subsidiaries.

Issued: June 2024, Fiona McNae, Global Head of ESG.