

## **Introduction from the Board**

GlobalData Plc is firmly committed to preventing modern slavery and human trafficking in all its forms within our operations and supply chain. We recognise our responsibility to uphold and safeguard human rights and we are dedicated to ensuring that slavery and human trafficking have no place in our business or in the businesses of those with whom we work.

## **Organisation's structure**

The GlobalData Group (the Group) is a global provider of business information in the form of high-quality proprietary data, analytics and insights to clients in multiple sectors. GlobalData Plc is the parent company of the Group. As at 31 December 2023, the Group had 3,532 employees worldwide and operated in twenty industry sectors. The Group has a global annual turnover of £273.1 million and is committed to conducting business ethically, with integrity, and in compliance with all applicable laws and regulations.

## **Our business**

The Group is an information services business that provides gold standard intelligence to the world's largest industries. We continuously collect and analyse terabytes of data to create the most comprehensive, authoritative and granular market intelligence allowing our clients to future proof their business operations, respond to risks and exploit market opportunities more effectively. We leverage the collective expertise of our in-house research analysts, consultants and journalists, as well as thousands of external thought-leaders, to create differentiated and actionable insights on the forces shaping industries. We combine our in-depth technology and sector level expertise to create custom solutions tailored to our client's specific needs.

## **Our supply chains**

Due to the nature of our business and reflecting that most of our costs represent workforce remuneration of office-based staff on employment contracts, we assess modern slavery as a low risk in our procurement process. The Group's primary supply chain relates to the sourcing of products and services to support its core business, being data sourcing and the ongoing maintenance and infrastructure of its intelligence databases. This principally involves well known cloud computing suppliers (for database storage and content delivery) and external researchers / analysts (for supporting platform content).

The Group also engages suppliers to support its corporate and administrative needs, including the provision of property, financial and professional services.

## **Our policies on slavery and human trafficking**

The Group has implemented policies and procedures designed to prevent modern slavery and human trafficking within our organisation and supply chain.

Specifically, our 'Anti-Slavery and Human Trafficking Policy', which is published and available to download from the Group's website, 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 in our supply chains. We also hold employees accountable for compliance with our 'Ethics Policy', 'Code of Conduct' and 'Dignity at Work Policy'.

As part of our Code of Conduct, we have established channels for reporting concerns or suspicions of modern slavery or human trafficking, including an independent, anonymous, third-party whistleblowing hotline. This allows employees to be confident that they can raise a concern about another employee's behaviour or practices, which they believe to be illegal, dangerous, or unethical, without fear of retribution, victimisation or detriment.

### **Third party adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking and expect all our suppliers to adhere to our Supplier Code of Conduct, which prohibits the use of forced labour and any form of human trafficking. To ensure those in our supply chain comply with our values, suppliers are required to certify compliance with our Supplier Code of Conduct as a condition of doing business with us.

During 2023, the Group announced an investment agreement with a business partner as part of carving out a minority stake in its Healthcare division. Before entering into this agreement with the prospective partner, their approach to modern slavery was assessed to ensure alignment with our zero-tolerance policy to such practices. Both parties are committed to the highest behavioural, ethical and compliance standards and have agreed the Healthcare business will operate under and be subject to the same policies on slavery and human trafficking that apply to our Group.

### **Training and awareness**

We provide regular training to our employees to raise awareness of modern slavery and human trafficking risks and to ensure they understand their responsibilities in preventing and reporting such activities.

### **Our commitment**

The Group is committed to continuously improving its efforts to prevent modern slavery and human trafficking. We commit to:

- Regularly review and revise our policies and procedures to ensure they remain effective and aligned with best practices and legal requirements.
- Transparently communicate our efforts in addressing modern slavery and human trafficking through the publication of our Human Trafficking policy and annual Modern Slavery Statement.

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 financial year ended 31 December 2023. It was approved by the board on 20 February 2024.

For and on behalf of GlobalData Plc and its subsidiaries\*



Mike Danson

*Chief Executive Officer*

Date: 20 February 2024

\* subsidiary companies of GlobalData Plc meeting the criteria to require the preparation of an annual slavery and human trafficking statement, in accordance with section 54(1) of the Modern Slavery Act 2015, that are included within the scope of this GlobalData Plc statement:

- GlobalData UK Limited