

Modern Slavery Act Transparency Statement September 2024

This statement is made on behalf of Emerald Publishing Limited (Emerald) and its affiliated undertakings pursuant to section 54(1) of the Modern Slavery Act 2015 (MSA). This statement has been prepared by us in relation to the MSA and relates to actions and activities during the financial year 1 January 2024 to 31 December 2024.

About Emerald

Emerald equips decision makers, whether in an academic, public or corporate setting, with the evidence and tools to make smart choices, so that incrementally they can make a difference and contribute towards tackling real world challenges. This reflects our founding philosophy of bringing together research and practice. We are independent of our thinking, nimble and care about the communities we serve and are members of.

Commitment

We are committed to ensuring that there is no slavery, servitude, forced or compulsory human labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation as contemplated by the MSA in any part of our business or in our supply chain. We welcome the transparency encouraged by the MSA and this statement sets out for the public, our clients, suppliers and employees, the steps we are taking in this regard.

Our policies

At Emerald we strive for transparent business operations and performance. We adhere to a high set of ethics and values that guide our governance procedures and daily management decisions. To have long term valuable impact on the social context of all its stakeholders, Emerald recognises that it must be a profitable business operating above and beyond existing ethical and legal standards.

As an organisation, Emerald is committed to expanding its operations globally and in a sustainable manner for the benefit of its customers, its employees, and the wider communities and environments on which it impacts. The business takes a pro-active approach to its corporate responsibility, which is deeply rooted in its corporate strategy and business decisions. For example, at the point of recruitment, appropriate checks in accordance with the relevant laws are carried out on prospective employees and our HR team works closely with the relevant teams in the local territories to make sure that pay and conditions are appropriately managed.

In accordance with our commitment to acting ethically and with integrity in all our business relationships, we have implemented effective systems and controls to ensure modern slavery is not taking place in our supply chains. This involves ensuring the effective communication and reinforcement of our relevant policies, which give a clear view of the values and the principles that underpin all of our work and that we expect all persons involved in our business and supply chain to adhere to. One such policy is our Supplier Code of Conduct (applicable and available to all our suppliers).

Supplier due diligence

Emerald procures goods and services from suppliers across the world. The scope of our supply chain includes the following activities:

- Digital platform development and hosting
- Production of printed materials and ancillary items
- The procurement of goods and services not directly related to the production of print and digital products (including office suppliers, travel and technology)

We select our suppliers with care and undertake checks and due diligence in connection with modern slavery on existing and perspective suppliers on a risk assessed basis.

As part of our efforts to reduce the risk of modern slavery in our supply chains, we have a robust procurement process which contains a series of checkpoints, from initial sourcing, through to contract approval. These checks include ensuring suppliers have appropriate policies in place, their compliance with applicable law and whether they adopt certain best practice recommendations. This helps with identifying and assessing potential risk areas, monitoring potential risk, and reducing the risk of slavery and human trafficking occurring in our business and supply chains.

In respect of existing suppliers, the outcome of this due diligence allows us to take appropriate steps to manage any risk of modern slavery including reconsidering the continued relationship of those suppliers. In respect of prospective suppliers, the outcome of this due diligence informs our decision to include them in our supply chain and if so, whether appropriate contractual protections are to be included in our agreements with those suppliers to manage any perceived risk of modern slavery.

Signed

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Emma Tregenza
Company Secretary