



MODERN SLAVERY ACT STATEMENT

Introduction

Pulse Conferences has a zero-tolerance approach to modern slavery and human trafficking and we are fully committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Modern Slavery Statement reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to help ensure that slavery and human trafficking are not taking place anywhere in our business.

The team at Pulse Conferences, recognises that we have a responsibility to be aware of the risks in our business, no matter how remote the possibility, and in our wider supply chain. We believe in the importance of equality in the workplace and is committed to ensuring best practice and compliance with all laws and regulations relevant to our business in all countries where we operate.

Structure of our Organisation

Pulse Conferences is an independent, specialist events company headquartered in London in the UK. We provide B2B events and information services for professionals working in the areas of cybersecurity, corporate security, resilience, financial crime and other areas of risk, assurance and corporate governance for the purposes of benchmarking, networking and the exchange of knowledge to organisations across industry sectors, both in the private and public sector.

We create, manage and host our own portfolio of conferences, roundtable discussions and networking events that are hosted in the UK, Europe, Middle East, U.S., Asia and (in the future) Africa and Latin America, focusing on the following disciplines:

- Cybersecurity
- Corporate security, investigations and resilience
- Technology and innovation
- Risk, governance and assurance
- Financial crime, compliance and legal

Our Supply Chains

We source speakers, sponsors, delegates, independent contractors and suppliers to participate in and to deliver our event programmes, venues, events and information services. Our supply chains are varied and international.

August 2021

We considered each of our business operations and their supply chain and believe the following to be the areas of greatest potential risk:

- Staff working for contracted Suppliers of event services (all geographies). For example: cleaning, hospitality, travel, catering, security, AV services, merchandise providers
- Independent Suppliers and Contractors (all geographies). For example: sales, production, design, marketing freelancers, security, AV services, merchandise providers

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we seek the following assurances:

- **Employee assurance**

Confirmation that the appropriate right to work documentation is obtained for all staff including freelancers, temps, interns and business work placement staff, and that working practices, and facilities could not expose the Company to the legislation. All employees and contractors have a process by which they can report any suspected wrongdoing and are protected where such concerns are raised in good faith.

- **Supplier assurance**

For suppliers where the business feels they may be exposed to the legislation (see examples above) and where the contract does not specifically stipulate the suppliers' compliance with the Legislation or if a supplier contract is not in place it was recommended that the businesses request the supplier's confirmation that they have undertaken steps to ensure that modern slavery and human trafficking is not part of their business. Appropriate contract wording will be offered to the businesses and sent to those which required it.

Supply Chain Management

All staff involved in the engagement of suppliers must communicate our commitment to upholding human rights and equality and our zero-tolerance approach to forced labour of any kind. In addition, we ensure adherence to the Modern Slavery Act by our employees with a contractual statement within our terms of business.

Pulse Conferences has never been made aware of any activities involving either us or our supply chain that would give concern in relation to slavery or human trafficking. In the event that any such incident was highlighted to Pulse Conferences, we would promptly take action in accordance with our legal and moral obligations.

August 2021

Pulse Conferences endeavours to choose reputable suppliers which conduct their business in an ethical and honest manner, and in compliance with all applicable laws and regulations. Pulse Conferences requires that employees, suppliers and independent contractors (including the supplier's employees, representatives and subcontractors) comply with our Supplier Code of Conduct. The Code requires suppliers to commit to conducting business in an ethical and honest manner and in compliance with all applicable laws and regulations, while furthering values of diversity, inclusion, respect and integrity. The Code strictly forbids all forms of slave labour.

Risk and Compliance

As our core business is focused on the provision of events and information services to clients across industry sectors, including but not limited to the commercial, banking, financial services, retail, energy, professional services and public sector, Pulse Conferences considers that we do not operate in especially high-risk sectors. We consider the risk of modern slavery, servitude or human trafficking existing within our business or supply chains to be relatively low and we will continue to evaluate this assessment on an annual basis. We will aim to continue to strengthen our review process going forward.

Training and Key Performance Indicators

Given our view that Pulse Conferences' exposure to modern slavery risk is currently limited, we have not implemented any specific training or key performance indicators in relation to modern slavery or human trafficking during the previous financial year.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2021.

Signed on behalf of Pulse Conferences Ltd as Directors:



Sara Hook
CEO and Director



Clive Room
Director



Sanna Lindstrom
Director

August 2021