



## Modern Slavery Statement

The scope of this statement covers the following entities: Kantar Insights Australia and Kantar Profiles Australia

### About Us

Kantar is a world leading research, data and evidence-based agency providing insights and actionable recommendations to clients worldwide. The group and its companies operate under several brands in over 90 markets throughout the world. In all instances we respect national laws and any other laws with an international reach. We are committed to acting ethically in all aspects of our business and to maintaining the highest standards of honesty, transparency, and integrity. We do not tolerate any form of modern slavery or human trafficking in any part of our business. Our people are skilled professionals and are not from vulnerable groups where slavery is typically a risk. However, as we understand that modern slavery can be found everywhere, we take our responsibilities for the recruitment and wellbeing of people extremely seriously.

Respect for human rights and compliance with relevant law are fundamental principles for Kantar and our companies. In our business activities we aim to prevent, identify and address negative impacts on human rights, and we look for opportunities to positively promote and support human rights, including children's rights. We are guided in our approach by international standards and principles including the International Bill of Human Rights (The International Bill of Human Rights), the UN's Guiding Principles on Business and Human Rights (UN's Guiding Principles on Business and Human Rights), the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work (International Labour Organisation's Declaration on Fundamental Principles and Rights at Work ) and the Children's Rights and Business Principles (Children's Rights and Business Principles). Further details can be found in the Kantar Modern Slavery Statement on our website. ([Kantar Modern Slavery Statement](#))

### **1. Purpose**

This statement informs suppliers, business partners, contractors, consultants and other third-party representatives (**such as Freelancers, Supply Chain Partners, Field workers**) and all Employees, Contingent and Casual workers of the legal entities listed above ("Kantar") about Kantar's approach and their obligations in relation to activities undertaken to identify and mitigate the risk of modern slavery and human trafficking occurring in its supply chains or business.

### **2. Definitions**

Modern slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking.

### **3. Application**

This statement outlines standards which are applied to all persons working for Kantar or on Kantar's behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives, and business partners.

### **4. Reporting a Concern**

Kantar operates a global, 24-hour "Right to Speak" service through a market leading independent third-party supplier, Navex. The service is available in multiple languages and is staffed by appropriately trained, local language speaking individuals. We encourage our staff to raise any human rights concerns via this service. Suppliers and other stakeholders can report any human rights concerns in relation to Kantar and its companies via an independently managed phone line. This is overseen by our Legal and Internal Audit functions. Details are provided on the Corporate Governance section of our website - [Kantar Corporate Governance](#)

### **5. Kantar's Approach to Modern Slavery:**

All employment with us is voluntary. We do not use or condone, child or forced labour in any of our operations or premises and work to ensure these practices are not present in our workforce or supply chain.

We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude. We abide by all laws and regulations regarding pay practices and the classification of employment according to job level and status.

Where we are made aware of modern slavery practices in own business or within our supply chain, we will investigate all claims and if valid, resolve the issue in line with the values expressed in this statement. We will encourage all employees and contractors to raise concerns in relation to modern slavery.

We expect all employees to be treated without discrimination or concern for factors such as race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age or disability. We seek to provide safe workplaces. We recognise the rights of our employees to freedom of association and collective bargaining. We will not tolerate harassment or any form of forced, compulsory or child labour.

## **a. Supply Chain Partners**

We require our Supply Chain Partners to adhere to labour, health, safety and employment laws in the countries in which they operate, and to ensure that they put in place measures to prevent and address modern slavery. We expect that our Supply Chain Partners will hold their partners in their supply chain to the same high standards.

Our [Supplier Code of Conduct](#) covers all suppliers that transact with Kantar and is signed by the supplier as part of the supplier onboarding process. This includes the ethical conduct and expectations of our suppliers with regards to their engagement with Kantar covering human rights, modern slavery and the environment.

## **b. Client work**

Kantar companies will not undertake work designed to mislead on human rights issues. Where relevant, we will work with our clients on human rights issues.

## **6. Our business operations and modern slavery risks**

Kantar aims to identify and mitigate the risk of modern slavery and human trafficking occurring within its supply chain partners or business operations. Kantar has policies and procedures that govern the way it operates. These are relevant to how Kantar manages potential human rights related issues with regard to its employees, supply chain and business operations and include:

- Code of conduct and Supplier Code of Conduct ([Here!](#))
- Anti Slavery Policy ([Here!](#))
- Kantar Business Principles ([Here!](#))

## **7. Actions we take**

To ensure Kantar has a proactive approach to managing the risk of modern slavery it undertakes the following:

**Recruitment:** all our employees are subject to HR processes including verifying their right to work and verification of employment history and education. All pre-employment checks are dealt with by our **HUMAN RESOURCES TEAM**

**Training:** we provide regular training to our employees through our annual Mandatory Compliance Training process. All new joiners are required to complete this training from Q4 2022. Topics covered include diversity, modern slavery, human rights, conflicts of interest and avoiding misleading work.

Kantar will review and enhance its approach to addressing modern slavery risks within its supply chain partners and parts of its business operations by:

- Including clauses within commercial agreement templates which specify compliance requirements regarding modern slavery;
- Ensure Kantar's engagement of suppliers continues to reflect current best practice;
- Continuing to assess new suppliers through the onboarding process and monitor existing suppliers as contracts are renewed;
- Continuing to implement onsite assessments with suppliers in high risk categories and jurisdictions;
- Engaging with suppliers to ensure they understand and assist them to meet the requirements;
- Continuing to assess human rights and modern slavery risks; and
- Continuing to train all staff on Kantar's Code of Conduct.

### 8. Governance

This Modern Slavery Statement was approved by the Kantar Board and MD of Profiles and Insights and will be reviewed annually.

### 9. Version History

Version	Approval Date	Approved By	Summary of Changes
1.0	2 <sup>nd</sup> July 2024	 Jon Foged (Executive Managing Director, Insights, AUNZ)	Establishment of this policy document