

Introduction from the Board

It continues to be a priority for GlobalData Plc to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement sets out our policy and highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain, including the use of improved supplier onboarding procedures designed to prevent the risk of modern slavery.

Organisation's structure

The GlobalData Group (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 2022, the Group had 3,652 employees worldwide and operated in twenty industry sectors. The Group has a global annual turnover of £243.2 million.

Our business

Our business is a gold standard intelligence provider to the world's largest industries. We continuously collect and analyse terabytes of data to create the most comprehensive, authoritative and granular market intelligence. 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 insight. We help our clients work smarter and faster by giving them access to powerful analytics and customisable workflow tools, alongside direct access to our expert community of research analysts.

We fully integrate our unique data, expert analysis and innovative solutions into industry specific platforms (Intelligence Centers) – giving customers easy access to a complete and comparable view of industry data.

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 Centers. 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

We have policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We regularly review and update our policies.

Our 'Anti-Slavery and Human Trafficking Policy' 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 have the following policies in place relevant to modern slavery, which we regularly review and update:

- Ethics Policy
- Code of Conduct
- Dignity at Work Policy

Our Code of Conduct also provides a framework which includes an independent, anonymous, third-party whistleblowing contact for all employees to be confident that, if they consider it appropriate to raise a concern about another employee's behaviour or practices, which they believe to be illegal, dangerous, or unethical, they can report this without fear of retribution, victimisation or detriment.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have introduced a supply chain compliance programme. This requires all new suppliers to formally certify adherence to the Group's code of conduct as part of their onboarding. This reflects the Group's values in several areas, including modern slavery, bribery and anti-corruption, and sets out the expectation that our suppliers will in turn hold their own suppliers to the same high standards.

Due diligence processes for slavery and human trafficking

The diversity of our customers is reflected in the people who work for us, but we understand our workforce remuneration is an area of modern slavery risk. As part of our initiative to identify and mitigate risk, and considering the significant impact that the cost-of-living crisis is having across the UK, the Group conducted a number of targeted pay reviews during the period for our lowest paid employees.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all employees and contractors must complete annual training accepting the Company's Code of Conduct with respect to modern slavery and individually acknowledging the behaviours expected of them under the policy.

Further steps in combating slavery and human trafficking

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take further steps to combat slavery and human trafficking. This will require all members of the Group's Senior Leadership Team to provide an annual declaration certifying to the Board that any concerns about modern slavery, both in our business and in our supply chains, have been immediately brought to the Board's attention throughout the financial year.

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 2022. It was approved by the board on 21 March 2023.

For and on behalf of GlobalData Plc and its subsidiaries*



Mike Danson

Chief Executive Officer

Date: 30 March 2023

* 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