

# Modern slavery statement

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This statement sets out the steps that Time Out Group plc (the “Group”) has taken to mitigate the risk of slavery and human trafficking occurring within any part of our business during the financial year ended 31st December 2017.

We are committed to carrying on our business operations responsibly and to acting ethically and with integrity in all business dealings and relationships. We are committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking do not take place in our own business or in any of our supply chains.

## About the Group

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**TIME OUT GROUP** plc is the leading global media and entertainment business that inspires and enables people to make the most of a city. Through powerful content, top-quality curation, enabling technology and exceptional experiences, the Group helps discover, book and share what the world’s cities have to offer.

Across multiple platforms, comprising digital, mobile, apps, social media and magazines and its physical presence via Live Events and Time Out Market, the Group aims to connect consumers and businesses in the leisure, travel and local entertainment sector through B2C and B2B offerings.

In 2017, the Group owned and operated

businesses in **20 countries** and **76 cities** such as London, New York, Chicago, Miami, Los Angeles, Lisbon and Paris. In a further **20 countries** and **32 cities** such as Tokyo, São Paulo and Dubai, the Group used international licensing arrangements with partners; when using the licensing model, the Group retains ownership of rights, title and interest in the brand and content.

The Group is managed from the head office in London, ultimately controlled by a Board of Directors who delegate day to day responsibility for the business to the CEO and CFO.

The Group’s global turnover was £44.4 million at 31st December 2017.



# Commitment

**THE GROUP ACKNOWLEDGES** its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not knowingly enter into business with any other organisation, in the United Kingdom or abroad, which supports or is found to involve itself in slavery,

servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, US and other Group locations, and, in many cases, exceeds those minimums in relation to its employees.

## Our UK supply chain

**THE GROUP'S SUPPLY** chain is not particularly long or complex, given the nature of the core business. We work with small range of suppliers who provide goods and services across a number of different categories, such as property and facilities management, IT and telecoms, and other services. Therefore, we have close relationships with our suppliers and good visibility of our supply chain, and do not feel that it is particularly susceptible to labour exploitation or other forms of slavery and human trafficking. Nevertheless, we are committed to preventing these practices from occurring within both our business and our supply chain, which is demonstrated by our policy and procedures.

Within the Time Out Market's business, the risk of slavery and human trafficking is higher, purely as we do not have the visibility due to reliance on third party suppliers and contractors that are used to develop and construct market sites, as well as operate the sites once open. For the provision of these services, we engage with local businesses for the provision of labour and materials. A number of sites are in pre-construction stage and a Time Out Market is currently operating in Lisbon, Portugal. We are in the process of scrutinising our supply chain within the said business to satisfy ourselves that our suppliers and contractors comply with the requirements of the Act.

## Policy and training

**DESPITE THE SIMPLICITY** of our supply chains, we are committed to ensuring there is no modern slavery or human trafficking in our supply chain or any part of our business. To this end, we have developed an Anti-Slavery Policy that reflects our commitment to acting ethically and with integrity in our business relationships and operations.

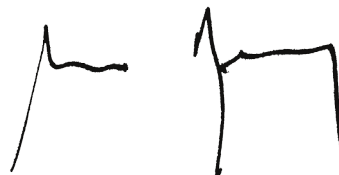
All new starters are provided with the policy as part of their induction and it is circulated annually to the Group's employees at all levels, including directors, officers, agency workers, seconded workers, interns, agents, contractors, external consultants, third-party representatives and business partners.

## Conclusion

**WE ARE NOT** aware of any slavery or human trafficking taking place in our business or supply chain and we shall continue to apply appropriate risk-based diligence to ensure compliance with the Act.

This statement is pursuant to section 54 of the Act and constitutes the slavery and trafficking statement for the financial year ended 31st December 2017 for Time Out Group plc and its subsidiaries.

This statement was approved by the board of Time Out Group plc on 23 March 2018.



Julio Bruno  
Time Out Group CEO