

Haynes Group Modern Slavery Statement

The Haynes Publishing Group P.L.C. ('the Group') remains committed to ensuring that both our Group Companies and our supply chains are free from Modern Slavery and Human Trafficking.

Modern Slavery is a global issue and as a result, the Group acknowledges and takes the risk of Modern Slavery seriously by implementing steps to reduce the risk of this occurring within our Group and supply chains. We believe that all staff employed by our suppliers, whether permanent or temporary, should have the same basic right to be treated with respect and dignity at work as our own employees.

The Group is becoming increasingly transparent about its approach to Modern Slavery and this Statement outlines its approach to tackling slavery and human trafficking to date. As an equal opportunity employer, the Group is committed to creating and ensuring a non-discriminatory and respectful working environment for all its staff.

Our Business

The Group is a leading supplier of content, data and innovative workflow solutions for the automotive industry and motorists. Based on the latest annual report to May 2019, the Group employed 305 people across the world with an annual turnover of £36.2 million. The Group's global office locations are detailed on page 2 of its 2019 Annual Report and can also be found in the contact section of the Groups Investors site (www.haynes.com/investor).

Our Commitment to tackling Modern Slavery

We have taken steps to limit the risk of Modern Slavery across the Group by ensuring that every employee of the Group is required to provide identification at the start of their employment which allows us to ensure that all employees are over the age of 16 and have the legal right to work in that country. Every employee is paid at least the minimum wage for their country, although we endeavour to offer market related pay, and by providing payroll services we are able to ensure that all employees have their salary paid into a bank account in their own name.

Our responsibility for Anti-slavery initiatives

Over the past year, the Group has strengthened the governance of its efforts to ensure Modern Slavery does not exist within its business or its supply chain. We have carried out an initial scoping exercise within our supply chains to identify any risks. To date the exercise has concluded that the chance of Modern Slavery happening within our Group or supply chain is low. Over the coming 12 months we intend to roll out targeted risk assessments across the Group.

Training

We are currently undertaking a program to roll out training for all our staff to help raise awareness of this issue and help them identify the risk of potential Modern Slavery and inform them of the processes for reporting any potential abuse they may discover.

Our Supply Chain

As a diverse Group operating worldwide, we are committed to ensuring that all our products are responsibly and ethically sourced. We procure services from a wide variety of providers which includes the origination and publication of our data and content. Our core business is focused on the provision of technical information and as such most of our suppliers are professionals and/or office workers based in the UK and/or Europe which are perceived as low risk employment sectors for Modern Slavery. Our main supplier of printed products is based in Malaysia and this is regularly audited by SMETA (Sedex members Ethical Trade Audit) who specialise in ethical audits focusing on best practice in corporate social responsibility which extends to include Modern Slavery. These audits provide us with confidence that our print products are being produced in a supply chain free from Slavery.

We have taken measures to ensure that our significant supply chain partners adhere to the Modern Slavery Act 2015 and as part of the Group's efforts to comply with the letter and spirit of the legislation, we are endeavouring to obtain appropriate Supplier Declarations from all our supply chain partners confirming that they comply with the Modern Slavery Act.

Summary

The Group Board understands that it has a responsibility to continue to assess and mitigate the risk of Modern Slavery in the long-term. The Board will review exceptions recorded through the Modern Slavery risk assessments and update this Statement annually.

Board Approval

This Statement has been approved by the Main Board of Haynes Publishing Group P.L.C.

Signed:

A handwritten signature in black ink, appearing to read 'D. Barker', enclosed within a hand-drawn circle.

On Behalf of Haynes Publishing Group P.L.C.

Dated: November 2019