

Havas Kings Cross Modern Slavery Statement

Havas Village (HKX) is the Havas Head Office for the United Kingdom. Havas Village is based at Pancras Square in Kings Cross, London. Within this Village there are over twenty four agencies which offer: advertising, media, data and technology, digital, social, mobile, CRM, UX, sports and entertainment, public relations, corporate communications, healthcare, design, research, employer branding and recruitment. We also have other offices located in Manchester, Liverpool, Edinburgh, Cirencester, Thames Ditton.

Our mission is to be the world's best company at creating meaningful connections between consumers and brands using creativity, technology and media. Within the Havas Village (HKX) operating under one roof affords significant benefits, including a collaborative and unified action plan to ensuring Modern Slavery and Human Trafficking risks are both identified and addressed in our supply chains.

The following summarises the policies, practices and controls present at both a Group and Local (Havas Village) level.

Havas Group

Havas Group signed the Global Compact back in 2003 and continues to assert its commitment to the 10 main principles defined by the United Nations with regard to human rights, labour law, the environment and the fight against corruption.

All employees are expected to be guided in their day-to-day work by the values and principles set forth in the group Code of Ethics, irrespective of their profession, level of responsibility or geographical region.

Group CSR Policy

The [Group CSR](#) (Corporate Social Responsibility) policy is founded upon six core commitments, identified through a systematic materiality analysis, One of these commitments is to reinforce socially responsible procurement policies in our supply chain.

Havas Village

At HKX we do not tolerate slavery or human trafficking in our company or within our supply chain. Given the nature of the services provided by us, we consider that we are at low risk of exposure to modern slavery and human trafficking. However, to ensure we uphold Group standards and commitments we have taken the following actions within 2018:

- All potential and current tier one suppliers have received a questionnaire that requests information, specifically designed to enable the evaluation of risk exposure to modern slavery and human trafficking
- All responses are evaluated by competent people and evaluated for coverage, suitability and sufficiency of control. Suppliers are requested to provide additional assurances as deemed necessary and where an uncontrolled risk is identified
- Approval to proceed with the service from a supplier is formally documented and the outcome shared with suppliers in order to ensure full transparency and knowledge sharing

- Where applicable, and in order to facilitate a partnership approach with our suppliers, we may collaboratively agree a plan to further enhance controls in modern slavery, the performance against which will be monitored and reviewed on an annual basis by competent Havas employees and advisors

Additionally we have:

- Established a CSR steering group, which consists of HKX agency representatives, where any issues regarding modern slavery and human trafficking are discussed and action plans agreed. This ensures our continual vigilance and enables collaborative performance improvement plans to be developed and communicated
- Established a Leadership Group, where any concerns can be escalated to ensure senior management commitment, including sufficient allocation of resources to investigate any improvement plan identified
- Ensured robust processes are in place to protect whistle-blowers and communicated this assurance to all employees
- Developed communication and training mechanisms, including an employee handbook, that raises awareness of the issue of modern slavery, what to look out for and actions to take if there is any concern. This handbook is distributed to all employees within HKX
- Created methods of communications that share learnings (issues and opportunities) with other Havas organisations worldwide

External Assurance

In 2017, Havas Village achieved UKAS accredited certification to ISO 14001:2015 (International Standard in Environmental Management) and in 2018 we became one of the first agencies to achieve ISO 45001:2018 (International Standard in Occupational Health and Safety). The scope of our certification covers wider CSR issues such as the modern slavery controls cited above. Additionally, Havas London has achieved B Corp Certification.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Havas Kings Cross slavery and human trafficking statement for the financial year.



Chris Hirst
Chairman Havas UK & Global CEO, Creative

