

Havas King's Cross (HKX) is the Havas Village and Head Office for the United Kingdom. HKX is based at Pancras Square in King's Cross, London. Within the 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 and 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. Operating under one roof within HKX 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 within Havas Group and HKX.

### **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 core commitments, identified through a systematic materiality analysis, One of these commitments is to reinforce socially responsible procurement policies in our supply chain.

### **HKX**

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 take the following actions:

- All current and potential building services suppliers receive a questionnaire that requests information, specifically designed to enable the evaluation of risk exposure to modern slavery and human trafficking. We are committed to ensuring all key central suppliers are included in this programme and additional procurement resource has been recruited at Parent Group level to support this in our main markets
- 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
- We have an established 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
- We have an 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
- Robust processes are in place to protect whistle-blowers and communicated this assurance to all employees
- We have 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
- Globally, learnings (issues and opportunities) are shared with other Havas organisations

#### **External Assurance**

In 2017, HKX 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 is a B Corp Certified business and we are currently undergoing the B Corp accreditation process for the whole UK Group.

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



Mark Whelan  
Chairman Havas UK  
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