

HAVAS

Modern Slavery Statement

Havas is one of the world's largest global communications groups with more than 22,000 employees in over 100 countries. Havas Group is a subsidiary of Vivendi and has developed a fully integrated model covering all communications activities. The teams of the three business units, Creative, Media and Health & You, work together with agility and in perfect synergy to offer clients tailor-made, meaningful, innovative, and entertainment-oriented solutions that support them in their positive transformation.

In the UK and Ireland, Havas Group is comprised of several agencies ("Havas UKI") across seven offices: London, Manchester, Thames Ditton, Cirencester, Leeds, Maidstone, and Dublin. Havas Village London is Havas UK's headquarters.

This document will outline mechanisms in place to identify risks of modern slavery and effectively manage any associated risk and opportunity at the parent company level (Vivendi), the group level (Havas Group), and Havas UKI level.

1. Introduction

Havas Group's mission is to make a meaningful difference to the brands, businesses, and people we work with.

Sustainability is an integral part of the Group's strategy and its actions. In 2020, It launched Havas Positive Impact (Impact+), a unique Corporate Social Responsibility strategy structuring its sustainability commitments around three key pillars: environment, people, and meaningful communication. The mission of Impact+ is to encourage its agencies to use the influence of their professions to bring about positive changes in society. Its goal is to involve its customers, talents, and suppliers in a responsible communications approach, and to raise the standards of the profession in terms of rigour and transparency.

We do not tolerate any form of modern slavery or human trafficking in any part of our business. As a member of the United Nations Global Compact, we maintain our 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.

Vivendi and Havas have a set of global policies and procedures to tackle modern slavery. These policies apply in full to Havas UKI.

2. Supply Chains

Our suppliers provide us with products and services that include:

1. IT and telecommunications services
2. Travel services
3. Catering services
4. Facilities management
5. Human resources services
6. Professional services
7. Advertising and marketing services
8. Printing and Production services
9. Media suppliers
10. Creative suppliers

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3. Our policies and procedures

The following summarises the policies, practices and controls present within Vivendi, Havas Group, and Havas UKI which set out our commitment to comply with The Act and ensure our suppliers and their suppliers have suitable and effective controls in place to ensure compliance.

- The Vivendi Purchasing Policy set outs the principles applicable to purchasing practices and the supply chain, and captures the group's ethics, social, and environmental expectations. The principles enshrined in the policy are intended to ensure ethical and sustainable business relationships and reflect the group's commitment to make every effort to prevent and reduce risks and serious violations of ethics, human rights, and environmental principles in its activities and across all value chains.
- Our Havas Group code of ethics sets out the values and principles of Havas. 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.
- A whistleblowing platform is available to report breaches, including breaches of serious violations of human right and fundamental freedom, the health and safety of individuals and the environment resulting from the activities of the Group or those of its subcontractors and suppliers with whom they have established business relationship. The platform is available to all group entities.

4. Risk assessment and due diligence

- Compliance with the Vivendi Sustainable Purchasing Policy is a prerequisite for Vivendi's business relationships. The group asks its suppliers to make a formal commitment to apply high standards of ethics themselves and ensure that human rights are protected.
- Our expectations of suppliers are also set out in the Havas Code of Ethics which applies to all our employees.
- Whistleblowing reports are investigated by the Compliance Investigation Unit or the HR Investigation Unit, as appropriate. Each investigation unit is made up of group representatives who are appointed because of their expertise in conducting the necessary investigations in response to reports submitted through the platform.

5. Training

Compliance with vigilance commitments requires training and awareness of all employees. To this end, all employees are required to complete a mandatory online training course, "Duty of Vigilance – Human Rights, Fundamental Freedoms, Health and Safety, Environment"

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6. Key Performance Indicators (KPIs)

We use the following KPIs to better understand the effectiveness of our approach to managing modern slavery risks:

- Percentage of employees completing the mandatory Havas University “duty of vigilance” course that was created by Vivendi. At year-end 2022, 73% of group employees had completed this duty of vigilance training.
- As part of our Science-Based Targets initiative (SBTi) approved target, Havas Group has committed to engage 85% of our suppliers in a decarbonisation strategy. To meet this commitment, the Group is currently developing a new procedure to trial with suppliers to ensure they meet our sustainability commitment.

Havas UKI aims to complement this procedure with a questionnaire in line with risk-based criteria focusing on social issues, including health and safety, human rights, and the fight against forced labour and child labour. The priority will be to identify and assess areas of our supply chain that are at high risk of slavery and human trafficking due to the country or industry that they operate in. Our main goal for the upcoming year is to launch this process and define KPIs that can be monitored.

This statement of Havas UKI is made pursuant to section 54(1) of the Modern Slavery Act 2015 and covers all agencies in Havas UKI.

Approved by the board of director (or equivalent management body) on the 11th of December 2023

Signed:



Mark Whelan
Chairman & UK Group CCO
Date: 11th of December 2023



Chris Upton
CEO, Havas Dublin
Date: 11th of December 2023