

MODERN SLAVERY STATEMENT

Wolters Kluwer (UK) Limited (a private limited company incorporated in England & Wales with company registration 450650, whose registered office address is at 145 London Road, Kingston upon Thames, KT2 6SR, UK) (“we”, “us”, “our” in context) makes this statement under the Modern Slavery Act 2015 (the “Act”) for the financial year ending 31 December 2023. This statement describes the steps taken to prevent modern slavery in our business and supply chain.

Modern slavery is a crime and a violation of fundamental human rights. Modern slavery takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are proud of the steps we have taken to combat slavery and human trafficking to date.

OUR BUSINESS & ORGANISATION'S STRUCTURE

We are part of the Wolters Kluwer group, a global provider of professional information, software solutions, and services for clinicians, nurses, accountants, lawyers, and tax, finance, audit, risk, compliance, and regulatory sectors.

Wolters Kluwer reported 2023 annual revenues of €5.6 billion. The group serves customers in over 180 countries, maintains operations in over 40 countries, and employs approximately 21,400 people worldwide. Our customers work in industries which impact the lives of millions of people every single day. Our mission is to empower our professional customers with the information, software solutions, and services they need to make critical decisions, achieve successful outcomes, and save time. Our expert solutions combine deep domain knowledge with technology to deliver both content and workflow automation to drive improved outcomes and productivity for our customers. We are committed to helping professionals improve the way they do business and solve complex problems with our range of digital solutions and services, which we continuously evolve to meet their changing needs. Our 188-year legacy and portfolio represent thousands of customers worldwide.

Our business activities in the UK focus on providing information, consultancy and training services and expert solutions to help tax, accounting and audit professionals be more effective, efficient and profitable. Our innovative and mobile technology provides the real-time data and tools needed to make accurate decisions, comply with legislation, drive efficiency and increase profitability.

We have an annual turnover of £41.1 million. Our risk profile with respect to human rights-related matters is considered low having regard to: (i) the types of solutions/products & services we offer and deliver; (ii) the customers and suppliers we deal with and the jurisdictions in which our suppliers are located; (iii) our highly qualified employees and our policies; (iv) our approved contractors; (v) the terms of our agreements with our suppliers; and (vi) the due diligence process in place.

OUR SUPPLY CHAINS

Our business activities include procurement of goods & services and outsourcing/subcontracting. Some goods & services are procured by us directly from third party suppliers (with whom we contract) while others are procured by us through/from the Wolters Kluwer group and its various arrangements for the group's entities.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains. We are also dedicated to being a responsible partner in society.

FOR OUR VALUES page:

<https://www.wolterskluwer.com/en-gb/about-us/company-values>

FOR OUR SUSTAINABILITY page:

<https://www.wolterskluwer.com/en-gb/about-us/sustainability>

FOR OUR CODE OF BUSINESS ETHICS page:

<https://www.wolterskluwer.com/en/investors/governance/policies-and-articles>

FOR OUR HUMAN RIGHTS POLICY page:

<https://www.wolterskluwer.com/en/investors/governance/policies-and-articles>

FOR OUR SUPPLIER CODE OF CONDUCT page:

<https://www.wolterskluwer.com/en/investors/governance/policies-and-articles>

FOR OUR SPEAKUP (WHISTLEBLOWING) POLICY page:

<https://www.wolterskluwer.com/en/investors/governance/policies-and-articles>

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We have zero tolerance to modern slavery and human trafficking.

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains with the help of the group, internal audit, human resources and legal.
- Mitigate the risk of modern slavery and human trafficking occurring in our supply chains.
- Protect whistleblowers.

Our due diligence processes take a proportionate approach to the identified modern slavery risk.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Wolters Kluwer expects suppliers to implement management systems, including policies, procedures, objectives, training, and self-monitoring, to ensure compliance with the standards described in the Wolters Kluwer Supplier Code of Conduct or to have established and committed to

an equivalent standard as well as with local laws and regulations.

The Wolters Kluwer Supplier Code of Conduct prohibits any supplier from directly or indirectly using, participating in, or benefiting from any form of human trafficking, slavery, servitude or any forced, bonded, prison, military or compulsory labour or similar coercion or exploitation. We expect suppliers to have remediation procedures to assist any worker found to be subjected to any form of involuntary labour, including human trafficking.

Wolters Kluwer supports the principles of the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the OECD guidelines for Multinational Enterprises, the Core Labor Standards of the International Labor Organization. Wolters Kluwer is a signatory of United Nations Global Compact and the United Nations Women Empowerment Principles and is committed to aligning with these respective principles.

KEY PERFORMANCE INDICATORS (KPIs) TO MEASURE EFFECTIVENESS OF STEPS BEING TAKEN

100% of our newly appointed local suppliers have completed a modern slavery questionnaire and/or have contractually obliged to comply with the Modern Slavery Act 2015.

COMPLIANCE TRAINING FOR OUR EMPLOYEES

Our group's annual online compliance training is mandatory and creates awareness of our company values and business principles, and our other rules of conduct as reflected in our Code of Business Ethics.

Our Modern Slavery Policy contains a dedicated FAQ section that explains in detail terminology, offences and sentences for modern slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery statement for the financial year ending 31 December 2023. This statement was approved by the Board of Directors of the Company on 21 May 2024.



[Neil Parsons \(May 21, 2024 12:52 GMT+1\)](#)

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MANAGING DIRECTOR

Wolters Kluwer Tax & Accounting UK

Date May 21, 2024