



Modern Slavery Act Slavery and Human Trafficking Statement

INTRODUCTION

We are committed to continuing to improve our practices to combat slavery and human trafficking. IRI have a zero tolerance approach to modern slavery and human trafficking. We are working towards raising awareness across our business and staff are expected to report any concerns.

ORGANISATION'S STRUCTURE

IRI are a provider of big data, actionable insights and analytics servicing the Manufacturing, Wholesale and Retail sectors. IRI operate globally in 15 countries with its head office in the United States of America. IRI have over 5000 employees [worldwide]. This statement relates to IRI in the UK.

OUR SUPPLIERS

During the financial year ending 31st December 2016 IRI in the UK engaged with over 400 suppliers.

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. We have a number of policies that reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Subject all employment offers to robust identity and right to work checks
- Utilise a 3rd party market referenced pay and reward structure to benchmark against

- Protect whistle blowers.
- Require all employees to read and agree to our Code of Conduct which includes a section on dealing with 3rd parties.
- Require all vendors to comply with our Vendor Code of Conduct
- Maintain membership of Sedex

SUPPLIER ADHERENCE TO OUR VALUES

We have a zero tolerance approach to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values they are required to comply with our Vendor Code of Conduct (published on our website). A global ethics hotline is in place to confidentially report any suspected violations.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to key members of staff via an e learning platform.

MEASURING EFFECTIVENESS AND FURTHER STEPS

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we have established a dedicated compliance team, which consists of representatives from Procurement, Human Resources, Legal and Sales. This group will meet regularly to review our approach, share best practice and constantly evaluate the effectiveness of our policies and processes.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2016.



Dan Finke, UK Managing Director

IRI

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