

VIACOMCBS



STATEMENT ON COUNTERING SLAVERY AND HUMAN TRAFFICKING

Simon & Schuster UK Ltd (THE "COMPANY")

This statement is intended to confirm and record the Company's strong stance against slavery and human trafficking. It has been approved by the board of **Simon & Schuster UK Ltd** for the financial year ending 31 December 2021.

OUR ORGANISATION

The Company is a member of the ViacomCBS Inc. group of companies. ViacomCBS is a leading global media and entertainment company that creates content and experiences for audiences worldwide. Its portfolio includes CBS Television Network™, CBS Television Distribution®, Showtime®, Paramount Pictures®, Nickelodeon®, MTV®, Comedy Central®, BET®, CBS All Access®, Channel 5®, Pluto TV™ and Simon & Schuster®, among others. Simon & Schuster UK Ltd is a major global publisher.

VIACOMCBS' VALUES

ViacomCBS strives to maintain throughout its global operations the highest standards of business ethics, and is committed to legal compliance and ethical business practices in all of its operations worldwide.

COUNTERING THE RISK OF SLAVERY AND HUMAN TRAFFICKING

ViacomCBS recognises that modern slavery may exist to a greater or lesser extent in most, if not all, countries and in most industries. Given the number of countries in which ViacomCBS operates, we are aware of the need to address the risk of modern slavery arising in our supply chains. This statement sets out the steps we are taking in this regard (and is intended to meet the requirements of the UK's Modern Slavery Act 2015).

The Company's core business is in that of publishing, including, adult fiction, adult non-fiction, children's and representing third party publishers

For this reason, our business and that of most of our suppliers operate in areas where the roles being performed are largely technical and/or professional, and the risk of modern slavery and human trafficking is low.

We nonetheless take a zero tolerance approach to slavery and human trafficking. We are not aware of, nor do we have any information to suggest that, any inappropriate labour conditions are present in our supply chains. We apply strict and consistent standards when dealing with suppliers around the world.

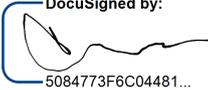
OUR ACTIONS

VIACOMCBS



To ensure that all of our suppliers adopt the same high values as we do, ViacomCBS has in place a group-wide compliance programme consisting of a Supplier Compliance Policy that is implemented by the Company. Under the provisions of the Policy our suppliers must adhere to the same high standards that ViacomCBS sets itself in relation to fair and ethical business and employment practices. This includes practices relating to wages, hours, overtime and benefits, health, safety and the environment and those combating improper discrimination and child and forced labour.

In accordance with our zero-tolerance approach to slavery and human trafficking, we and ViacomCBS will immediately investigate any report or allegation involving wrongdoing of this nature and take remedial actions as appropriate.

Signed:  DocuSigned by:
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Title: CEO & Publisher S&S UK and International

Date: 5/7/2021