

STATEMENT ON COUNTERING SLAVERY AND HUMAN TRAFFICKING

This statement is intended to confirm and record the Company's strong stance against slavery and human trafficking. It has been approved by the directors of Simon & Schuster UK Ltd, that carried on business in the UK for the financial year ending 31 December 2024.

SIMON & SCHUSTER'S VALUES

Simon & Schuster UK 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 its operations worldwide.

COUNTERING THE RISK OF SLAVERY AND HUMAN TRAFFICKING

Simon & Schuster UK 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 Simon & Schuster UK 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 the Company is 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

To ensure that all of our suppliers adopt the same high values as us, Simon & Schuster UK 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, Simon & Schuster UK expects our suppliers' strict compliance to the same high standards that Simon & Schuster UK 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, Simon & Schuster UK will immediately investigate any report or allegation involving wrongdoing of this nature and take remedial actions as appropriate.

Signed by:

Signed: F5D2E5AB2D5D4A9...

Name: Perminder Mann

Title: CEO of Simon & Schuster, UK & International

Date: 6/9/2025