



Modern Slavery Act and Human Trafficking Statement

Dec 2020

1. Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 with respect to BMJ's financial year ending 31 December 2020 and sets out the steps BMJ has taken to prevent modern slavery and human trafficking from occurring in our business operations and in our supply chains.

2. Who we are and what we do

BMJ is a global healthcare knowledge provider with a vision for a healthier world. We share knowledge and expertise to improve health outcomes.

As a global healthcare knowledge provider, BMJ publishes one of the world's most cited general medical journals, *The BMJ*, and over 70 specialty journals. The company also offers digital professional development courses and clinical decision support tools to help health professionals improve the quality of healthcare delivery.

The BMJ has an impact factor of 27.604 (ISI Web of Science, 2018) and is ranked fourth among all general medical journals worldwide. *The BMJ's* website (bmj.com) attracts 2 million unique visitors each month, 75% from outside the UK. It has 18.2 million page views per year.

BMJ has more than 5.5 million users worldwide: clinicians, nurses, students, academic institutions, hospitals, ministries of health, patients, commercial companies, governments and healthcare organisations. We publish in 14 languages and produce specialist publications for 19 countries, including the United States, India, Brazil, Australia, New Zealand, China and the Middle East.

The company's total revenue in 2020 was over £76 million, with more than half of revenues coming from outside the UK, and about 70% coming from digital products and services.

3. Organisational structure

We are a wholly owned subsidiary of the British Medical Association. The following companies form part of BMJ's group:

- BMJ Publishing Group Limited (incorporated in England)
- BMJ Publishing Inc. (incorporated in California, USA)
- BMJ Group India Private Limited (incorporated in India)
- Medelect Limited (not trading)
- BMJ (Beijing) Medical Science and Technology Co., Ltd (incorporated in China)
- Ying Yi Hui Tong (Beijing) Information Technology Co., Ltd. (via contractual control)

In addition to the UK, we have offices in New Jersey (USA), Mumbai and Noida (India) and Beijing (China).

4. Our policies on modern slavery and human trafficking

We have a zero-tolerance approach to modern slavery and human trafficking in our business and in our supply chains. This position reflects our top-level commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to prevent slavery and human trafficking from taking place anywhere in our business and supply chains.

Our position and the steps we have taken align with our values, and in particular, our value of being "transparent, open and trusted". Our values are intrinsic in giving us the focus and direction we need to deliver solutions that improve health outcomes and feed into everything we do.

5. Our supply chains

Our principal supply chains are global and include:

- technology services, including the provision of cloud storage and websites;
- editorial services;
- scientific and medical societies;
- venues for events and conferences;
- online publication platform providers;
- printing, delivery and related services;
- intermediaries reselling content.

Whilst we consider the sector within which we operate to be generally low risk, we remain alert to any risks in our business and supply chains.

We take all steps we deem necessary to detect and eliminate any incidence of modern slavery or human trafficking in our supply chains, with particular focus on high risk areas. In the event any such incident arises, we will take appropriate remedial action.

6. Our commitment

The key steps undertaken to prevent modern slavery and human trafficking from occurring in our business and supply chains are as follows:

a. Areas of risk and management:

We have continued to identify and assess the most critical areas of risk across the business and record those risks together with any mitigating actions in a risk register. This forms part of our ongoing Enterprise Risk Management process, ensuring that risks are reviewed regularly and key risks reported to our Executive Committee and Board. We also review and assess those risks which are most relevant to each of the offices from which we operate.

b. Our due diligence processes:

We have continued to identify and assess potential risk areas in our supply chains including:

- reviewing all suppliers to identify and prioritise those which are considered high risk based on industry sector and geography;
- reviewing individual key suppliers and assessing any potential risk of slavery and human trafficking being present by reference to internal and external knowledge of the supplier's geographic location, the sector it operates in and any other relevant factors;
- reviewing the purchase of imports identified as "high risk"; and
- issuing due diligence questionnaires for completion by material, high risk suppliers, to ensure their practices are of an acceptable standard.

All our suppliers must comply with BMJ's Modern Slavery and Human Trafficking Policy. If a supplier breaches those obligations, we will take appropriate action which may include terminating that supplier's contract with us.

c. Our business and employees

All our employees receive access to an independent whistleblowing helpline to allow them to report any suspicions of modern slavery or human trafficking in our business. If a report is made, we will investigate the concerns raised and take steps we deem appropriate in the circumstances.

We provide training to all our staff to ensure they receive a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

7. Looking ahead

We will continue with the approach we have taken to combating modern slavery and human trafficking so far and shall:

- continue to review and assess those risks which are most relevant to our business and to each of the offices from which we operate, including by way of site visits by our staff and Group Risk Manager;
- continue to require all our suppliers adhere to our Modern Slavery and Human Trafficking Policy;
- continue to review our procurement processes and monitor the outcomes to ensure our systems and processes are effective;
- continue to review our employee training requirements and implement any further training on the topic of modern slavery and human trafficking as may be appropriate;
- continue to remain vigilant and, should we discover or be alerted to an incident of modern slavery or human trafficking in our business or supply chains, we shall take appropriate action.

This statement was approved by the Board of BMJ Publishing Group Limited on 23 March 2021.

Signed:



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Chris Jones

Chief Executive Officer