

Modern Slavery Act and Human Trafficking Statement

31st December 2024

1. Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (MSA) with respect to BMJ Publishing Group Limited's (**BMJ('s)/we/our**) financial year ending 31 December 2024 and sets out the steps we have 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

We are 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, we publish one of the world's most cited general medical journals, *The BMJ*, and over 65 specialty journals. We also offer digital professional development courses and clinical decision support tools to help health professionals improve the quality of healthcare delivery.

We have millions of users worldwide: clinicians, nurses, students, academic institutions, hospitals, ministries of health, patients, commercial companies, governments and healthcare organisations. We publish in many languages and produce specialist publications for countries, including the United States, India, Brazil, Australia, New Zealand, China and the Middle East.

Our total revenue in 2024 was over £84 million, with more than half of revenues coming from outside the UK, and about 70% coming from digital products and services.

3. Organisational structure

BMJ is a wholly owned subsidiary of the British Medical Association. The following companies form part of our 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 (dormant, 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 our office in London in the UK, we also have offices in New Jersey (USA), Mumbai and Noida (India), and Beijing (China).

4. Our policy 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. Risk mitigations are recorded and risks scored, using standard methodology. A review and update of risks via reporting to BMJ’s Board and Audit & Risk Committee several times a

year.

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.

Where a contract with a new supplier is of sufficient scale (contract value of greater than £60,000 p.a.) or seen as particularly risky, as part of the tender or renewal process, prospective suppliers are asked to answer questions relating to their compliance with MSA. A standard questionnaire is used.

All suppliers with whom BMJ spent more than £60,000 in 2024 were itemised for detailed review and risk assessed based on the following factors:

- location;
- industry and nature of the services being provided;
- nature and depth of relationship with BMJ; and
- nature of supplier (individual, multinational etc.).

Any suppliers with whom BMJ spent more than £500,000 in 2024 had their own MSA statement obtained and reviewed to appropriately and accurately assess supplier risk.

Detailed reference is made to the Global Slavery Index (2023) to identify the level of geographic and sector risk potentially attached to each supplier. Each year, a review is conducted to ensure the Global Slavery Index used is the most recent, as this is not a study that is updated annually and so only the most recent results can be used. Should any suppliers be identified as medium or high risk overall, then the lead supplier contact would be required to complete formal MSA training as provided by BMJ to further mitigate risks associated with working with such a supplier.

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

The prevention of forced, bonded and trafficked labour is integral to how we do business and a key element of our policies. In addition to our [Anti-Slavery and Human Trafficking Policy](#), these values are also enshrined in the following BMJ policies:

Whistleblowing

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.

BMJ Diversity and Equal Opportunities Policy

The active stance we take on supporting social justice translates beyond our people into the work we do with customers and partners. We understand our role in creating a more positive, equitable, diverse and inclusive environment and creating a safe space at BMJ in which everyone can share thoughts and experiences about important issues. By empowering our workers, our intention is to reduce the risk of modern slavery and ensure that everyone who works for us feels they can voice any concerns they may have.

Commitment to training

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.

d. Monitoring our impact

In 2021 we implemented our first impact review, measuring the outcomes of our work and providing us with a framework for benchmarking going forward. The results of this annual report helps to inform us where further improvements can be made. We continue to review our reward processes and grading structures to ensure fairness; evaluate our hiring practices and workplace environment to ensure access to equal opportunities; tackle conscious and unconscious bias in the workplace; and, highlight gender pay gap issues. By continuing to monitor and assess the success of these initiatives going forward we continue to reduce the risk of modern slavery and inequality in 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;
- continue to require all our suppliers adhere to our Modern Slavery and Human Trafficking Policy;

- update our procurement processes and monitor the outcomes to ensure our systems and processes are effective;
- continue to review our hiring practices and implement any improvements as may be appropriate;
- 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 the date indicated below.

Signed:

Date: 11 March 2025



Chris Jones

Chief Executive Officer