

## **Introduction from the Board**

GlobalData Plc is firmly committed to preventing modern slavery and human trafficking in all its forms within our operations and supply chain. We recognise our responsibility to uphold and safeguard human rights and we are dedicated to ensuring that slavery and human trafficking have no place in our business or in the businesses of those with whom we work.

## **Organisation's structure**

The GlobalData Group (the Group) is a global provider of business information in the form of high-quality proprietary data, analytics and insights to clients in multiple sectors. GlobalData Plc is the parent company of the Group. As at 31 December 2024, the Group had 3,740 employees worldwide and operated in over twenty industry sectors. The Group has a global annual revenue of £285.5 million and is committed to conducting business ethically, with integrity, and in compliance with all applicable laws and regulations.

## **Our business**

GlobalData is a subscription-based data, insight, and technology company that provides critical intelligence to the key decision-makers at some of the world's leading companies. It provides its clients with subscription access to its proprietary data, analytics and insights platform, with the offering of ancillary services such as consulting, single copy reports and events.

In an increasingly complex, fast-moving and uncertain world, GlobalData's mission is to help clients decode the future. The Group serves corporates, financial institutions, and professional services firms with solutions that enhance decision-making and productivity across a range of mission-critical use-cases and workflows that are integral to generating growth, building resilience, and navigating a path to a more successful future.

## **Our supply chains**

Due to the nature of our business and reflecting that most of our costs represent workforce remuneration of office-based staff on employment contracts, we assess modern slavery as a low risk in our procurement process. The Group's primary supply chain relates to the sourcing of products and services to support its core business, being data sourcing and the ongoing maintenance and infrastructure of its subscription databases. This principally involves well known cloud computing suppliers (for database storage and content delivery) and external researchers / analysts (for supporting platform content).

The Group also engages suppliers to support its corporate and administrative needs, including the provision of property, financial and professional services.

## **Our policies on slavery and human trafficking**

The Group has implemented policies and procedures designed to prevent modern slavery and human trafficking within our organisation and supply chain.

Specifically, our 'Anti-Slavery and Human Trafficking Policy', which is published and available to download from the Group's website, reflects 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 in our supply chains. We also hold employees accountable for compliance with our 'Ethics Policy', 'Code of Conduct' and 'Dignity at Work Policy'.

As part of our Code of Conduct, we have established channels for reporting concerns or suspicions of modern slavery or human trafficking, including an independent, anonymous, third-party whistleblowing hotline. This allows employees to be confident that they can raise a concern about another employee's behaviour or practices, which they believe to be illegal, dangerous, or unethical, without fear of retribution, victimisation or detriment.

### **Third party adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking and expect all our suppliers to adhere to our Supplier Code of Conduct, which prohibits the use of forced labour and any form of human trafficking. To ensure those in our supply chain comply with our values, suppliers are required to certify compliance with our Supplier Code of Conduct as a condition of doing business with us.

### **Training and awareness**

We provide regular training to our employees to raise awareness of modern slavery and human trafficking risks and to ensure they understand their responsibilities in preventing and reporting such activities.

### **Our commitment**

The Group is committed to continuously improving its efforts to prevent modern slavery and human trafficking. We commit to:

- Regularly review and revise our policies and procedures to ensure they remain effective and aligned with best practices and legal requirements.
- Transparently communicate our efforts in addressing modern slavery and human trafficking through the publication of our Human Trafficking policy and annual Modern Slavery Statement.

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 ended 31 December 2024. It was approved by the board on 29 April 2025.

For and on behalf of GlobalData Plc and its subsidiaries\*



Mike Danson

*Chief Executive Officer*

Date: 6 May 2025

\* subsidiary companies of GlobalData Plc meeting the criteria to require the preparation of an annual slavery and human trafficking statement, in accordance with section 54(1) of the Modern Slavery Act 2015, that are included within the scope of this GlobalData Plc statement:

- GlobalData UK Limited
- GD UK Healthcare Limited