

Speak Up: Frequently Asked Questions

What is Speak Up?

Speak Up is a confidential way for Informa colleagues, suppliers and business partners to report any concerns about activities or behaviour taking place within the Group.

The Speak Up service is run by an independent third party, EthicsPoint, on Informa's behalf, to ensure that people who wish to make a report can be confident that the reports are confidential, and that the people listening are without bias. The service includes an online reporting facility and telephone hotline.

Why is Informa using Speak Up?

Informa's Constitution and Guiding Principles show our commitment to acting with responsibility and integrity, and using this ethical approach to deliver sustainable excellence for our customers and business partners

As one element of the Group's broader programme to foster these values, Speak Up has been put in place as a simple way for colleagues and business partners to alert management to behaviour falls short of this commitment, breaks the law, or simply doesn't feel right.

Publicly listed companies like Informa are also required by law to provide a confidential reporting system, specifically but not exclusively to enable the reporting of any suspicions of accounting or auditing fraud.

Why report a concern?

There are many reasons to report concerns.

We are rightly proud of our reputation and culture here at Informa, but it takes effort from all of us to protect it and keep it strong.

Part of that effort is a shared responsibility to raise concerns or report any actual or suspected incidents of misconduct or breaches of our Guiding Principles or Code of Conduct. Reporting concerns can help identify matters that if resolved, can improve corporate culture and performance for everyone's benefit.

Equally, it can ensure that potential problems can be sorted out before they cause damage to colleagues, or our business or customers. Unethical conduct and misconduct at any level can hurt companies, colleagues and suppliers, and threaten the livelihood of businesses.

It may be difficult, but it is the right thing to do, and the earlier you say something, the easier it may be to resolve.