

Bonnier Books UK Modern Slavery Statement 2025

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1. Introduction

This statement as approved by the Co-CEO of **Bonnier Books UK (BBUK)** on 30th June 2026 has been published in accordance with the Modern Slavery Act 2015. It explains the practices we have undertaken to prevent and mitigate forced labour, child labour and human trafficking occurring within our business operations and supply chains and the progress we have made during 2025.

Our commitment to the Modern Slavery Act 2015 forms an essential part of our values and we work to combat any issues within our supply chain by reviewing our business practices regularly and collaborating with our manufacturing partners. We understand modern slavery is a global challenge which is constantly evolving; however, we strive to achieve the highest ethical standards, incorporating integrity and transparency into all our business operations. We challenge ourselves to achieve improvements through sound policies and purchasing processes, with the aim of preventing modern slavery occurring in our supply chain.

“Modern Slavery” is defined as the recruitment, movement, harboring or receiving of children, women, or men using force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation. It is a crime under the Modern Slavery Act 2015 and includes holding a person in a position of slavery, servitude, forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.

2. Organizational Structure, Business and Supply Chains

BBUK (includes Igloo Books Ltd) is part of Bonnier Books AB (Bonnier Books Publishing Group) – owned by the Swedish media company, Bonnier Group. BBUK forms part of the Bonnier Books Group's overall book publishing and retail activities, ranging from traditional and digital first publishing, to bookstore chains, paperback retailers, and digital subscription services.

BBUK employs 359 employees across the UK, America, Australia and Europe, of which 137 employed directly by Igloo Books Ltd. In 2025, we implemented a Modern Slavery policy to strengthen our existing Modern Slavery procedures and provide guidance to employees.

In 2025, BBUK produced 11,078,455 books across 31 suppliers.

BBUK produces a range of trade and children's books, some of which include novelty components. All suppliers involved in manufacturing books or novelty components must complete BBUK's onboarding process to confirm that they meet our values and due diligence requirements, and to help prevent modern slavery risks in their extended supply chains. Suppliers must sign both the Code of Conduct and the agreement form in our Compliance Manual. All suppliers in high-risk countries, as assessed by the Bonnier Books Publishing Group Production Support Portal, must

complete an annual BSCI or SMETA audit to work with us and provide evidence that any non-conformities have been resolved.

3. Bonnier Books UK Policies and Governance

The governance strategy of Bonnier Books embodies its core values: freedom of speech; power of the individual; commitment of a family-owned business; and a passion for books.

BBUK uses the policies below to manage and outline ethical expectations of our business relationships with suppliers.

The Book Chain Project's Supplier Code of Conduct

This document is created as the publishing industry standard Code of Conduct by The Book Chain Project and outlines 13 labour and environmental principles manufacturers of books are expected to uphold when signing the document. The code of conduct is written in line with internationally recognised standards and laws, including the ILO conventions, UN declaration of Human Rights and ETI base code.

Bonnier Books' Code of Business Ethics

This policy embodies the key standards of business conduct and ethics that all internal and external stakeholders must follow. Standards relate to anti-corruption, trade sanctions, support of fair competition, confidentiality, human rights and whistleblowing.

Production Sustainability Commitments & Implementation

This policy defines three key Bonnier Books policies: Environmental, Materials and Labour & Human Rights and how our suppliers can implement them.

More information on these policies can be found [here](#).

BBUK Compliance Manual

Towards the end of 2024, BBUK created a Supplier Compliance Manual that outlines all environmental and social values we expect our suppliers to uphold in addition to our code of conducts and SLA's. This compliance manual was circulated to all main print suppliers at the end of December 2024, and all suppliers must sign the agreement form within it. In 2025, a version was adapted for suppliers of novelty plus parts and shared with them to assist them with understanding and achieving our social and environmental requirements and to prevent the risk of modern slavery occurring in extended supply chains.

4. Due Diligence & Risk Mitigation

At BBUK, we utilise two separate web platforms to undertake our due diligence on labour and human rights within our product supply chains: The Book Chain Project (BCP) and Bonnier Books Publishing Group Production Support Portal (PSP).

Bonnier Books Publishing Group Production Support Portal (PSP)

The Production Support Portal (PSP) is a tool developed by Bonnier Books Publishing Group to store and manage compliance information, including social audits, relevant legislation, and the compliance status of suppliers. All companies within the Bonnier Books Group have access to the portal and can review and update information related to the compliance and audit status of suppliers from both high-risk and low-risk countries.

The Book Chain Project (BCP)

BBUK is one of 27 publishers that work closely with the BCP on supply chain management. It is an online tool that connects publishers with print suppliers and paper mills to undertake due diligence on Forest Sourcing, Chemical & Materials, and Labour & Environment.

BCP contains a country risk analysis tool, which grades a country as low or high risk in relation to the risk of exploitation of labour rights and health and safety. To mitigate risks of exploitation in our supply chain, all suppliers must sign the BCP code of Conduct with the knowledge that breaches of the code of conduct will result in cease of trading. Our suppliers that are in high-risk countries must also annually undertake a BSCI or SMETA audit with any non-conformities resolved with a corrective action plan.

Paper Mill Traceability

Our print suppliers are responsible for sourcing the paper used to produce our books, however the Book Chain Project developed a Labour Standards Questionnaire for paper mills to complete on the platform to help publishers review labour standards and practices at this level of the supply chain. Unfortunately, not all mills completed questionnaires in 2025, so further collaboration work with the Book Chain Project is required in 2026 to be able to accurately monitor and evaluate the risks of modern slavery at mill level.

Monitoring of Suppliers

In 2024, we developed and implemented a comprehensive Compliance Manual, which has been shared with both existing and new suppliers. The manual outlines our social, environmental and legal requirements, ensuring all suppliers are held accountable to consistent standards. We also updated our onboarding factory profile form and redistributed it to all existing print suppliers. This enabled us to review supplier practices and sites, and to strengthen accountability for labour rights, particularly where outsourcing is used in the manufacturing of our products.

In 2025, we have continued to build on this work by comparing suppliers' most recent audit results against previous audits to identify any recurring non-conformities. We now actively track non-conformities and their resolution through corrective action plans, helping to ensure transparency and alignment with our values. All audits and corrective action plans are centrally stored on our PSP, providing accessible oversight across the wider Bonnier Books Publishing Group.

Annually, BBUK's Production Director aims to visit the key supplier factories in high-risk countries to establish firsthand that there is no modern slavery occurring. In 2025, 7 supplier sites across China were visited by the BBUK Production Director and BBUK Production Manager. In addition to this, Igloo Books Ltd hire a QC Manager based in China to regularly QC check the bulk productions at **all** supplier factories in China and who will escalate any labour concerns to the Igloo Production Director.

5. Company Training

Our Modern Slavery Statement is available on our websites and Intranet site. All staff involved in production operations are educated on our Supplier Code of Conduct and Production Sustainability Commitments & Implementation, as they work closely with suppliers in high-risk areas.

In 2026, we are committed to extending Modern Slavery training across the wider business to strengthen awareness and understanding.

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Jonathan Perdoni

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Jonathan Perdoni

Co-CEO & Director,

on behalf of the BBUK Board.

Board Approval Date: 30th June 2026

Date of Financial Year End: 31st December 2025