



Haymarket Media Group

Disclosure Report

Date Submitted: April 23rd, 2025



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☐	☒
Fossil fuels Gambling	☐	☒
Genetically Modified Organisms	☐	☒
Illegal Products or Subject to Phase Out	☐	☒
Industries at Risk of Human Rights Violations	☐	☒
Monoculture Agriculture	☐	☒
Nuclear Power or Hazardous Materials	☐	☒
Payday, Short Term, or High Interest Lending	☐	☒
Water Intensive Industries	☐	☒
Tax Advisory Services	☐	☒

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
Company has filed for bankruptcy	☐	☒
Consumer Protection	☐	☒
Financial Reporting, Taxes, Investments, or Loans	☐	☒
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	☐	☒
Labor Issues	☐	☒
Large Scale Land Conversion, Acquisition, or Relocation	☐	☒
Litigation or Arbitration	☐	☒
On-Site Fatality	☐	☒
Penalties Assessed For Environmental Issues	☐	☒
Political Contributions or International Affairs	☐	☒
Recalls	☐	☒
Significant Layoffs	☐	☒
Violation of Indigenous Peoples Rights	☐	☒
Other	☐	☒



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
Company prohibits freedom of association/collective bargaining	☐	☒
Company workers are prisoners	☐	☒
Conduct Business in Conflict Zones	☐	☒
Confirmation of Right to Work	☐	☒
Does not transparently report corporate financials to government	☐	☒
Employs Individuals on Zero-Hour Contracts	☐	☒
Facilities located in sensitive ecosystems	☐	☒
ID Cards Withheld or Penalties for Resignation	☐	☒
No formal Registration Under Domestic Regulations	☐	☒
No signed employment contracts for all workers	☐	☒
Overtime For Hourly Workers Is Compulsory	☐	☒
Payslips not provided to show wage calculation and deductions	☐	☒

	Yes	No
Sale of Data	☒	☐
Tax Reduction Through Corporate Shells	☐	☒
Workers cannot leave site during non-working hours	☐	☒
Workers not Provided Clean Drinking Water or Toilets	☐	☒
Workers paid below minimum wage	☐	☒
Workers Under Bond	☐	☒
Other	☒	☐

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☒
Child or Forced Labor	☐	☒
Negative Environmental Impact	☐	☒
Negative Social Impact	☐	☒
Other	☐	☒

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other - Disclosure Industries

Topic	Clients in Controversial and Ineligible Industries
Summary of Issue	Haymarket Media Group has clients in the following industries: Pharmaceuticals. The types of services/products offered to these clients include: • Advertising of Pharmaceutical products on Haymarket Media Group's websites intended for healthcare practitioners • Sponsorship by, and creating content on behalf of, pharmaceutical companies, directed towards healthcare practitioners. • Bespoke creative solutions offered by PRIHCS, Haymarket's medical communications agency in the US, and a small portion of revenue is generated from these activities in the UK.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In FY2023/24, 11% of the company's annual revenue was from clients in the Pharmaceutical industry.
Impact on Stakeholders	Companies that work with clients in controversial industries can directly or indirectly increase the harmful impact to stakeholders by enabling business growth. Therefore, companies that work with clients in these industries should have practices in place to ensure that their impact is aimed at decreasing the negative impacts of the industry. Companies offering certain types of services and products to controversial clients are required to have at a minimum a grievance/complaints mechanism and a whistleblower protection policy.
Implemented Management Practices	Haymarket Media Group has established mechanisms to manage risks associated with business relationships in controversial and ineligible industries:

	Grievance Policy and Complaints Mechanism: The company has a Global Business Ethics Policy which encompasses Anti-bribery and corruption, Human rights, labour practices and modern slavery, Ethical advertising, and Whistleblowing. The Policy also has a grievance mechanism for employees to report any wrongdoing or malpractice. In addition, employees are encouraged to report grievances to their line manager or the People Team. Grievances should be made in good faith as defined in the policy. Employees are informed about the grievance policy and complaints mechanism during their onboarding, and it is included in UK employee contracts. Additionally, the company's Global Business Ethics Policy, available via the intranet, contains information on whistleblowing. The US Employee Handbook also details the complaint procedure, which is reviewed annually and distributed to new joiners. In the US, employees receive annual anti-harassment training that covers the complaint procedure and protections against retaliation. For concerns about malpractice, employees should contact their People Team or the Director of People and Communications for investigation and resolution. In relation to a public complaints process, in the UK, Haymarket medical websites have a link at the bottom of every page labelled "Editorial Complaint" and also reference their Editorial Complaints Policy and complaints process, regulated by the Independent Press Standards Organisation (IPSO), and they comply with IPSO's Editors' Code of Practice (see link below). Whistleblower Protection Policy: The company has in place a Whistleblower Protection Policy within their Global Business Ethics Policy to encourage the reporting of any malpractice, related to the company's operations and supply chains, including harassment, criminal activity, breach of rules, attempted bribery, endangerment to health and safety, environmental damage, or efforts to conceal such activities. The company's Whistleblower Policy outlines the procedure for raising a complaint, the investigation process, the timelines for facilitating an outcome, and how the whistleblower will be

	informed of the status of their report, as well as possible outcomes. The policy establishes the company's commitment that employees who report concerns in good faith or participate in an investigation will not face harassment, retaliation, or adverse employment consequences. Any employee found to have committed malpractice will face disciplinary action, which could include termination. For suppliers and third parties, concerns can be reported to groupprocurement@haymarket.com or anonymously via the Anonymous Whistleblowing Form as outlined in the Global Supplier Code of Conduct, accessible via the company's website. The company's Privacy Notice explains how third-party data is securely managed. The Global Supplier Code of Conduct also ensures that suppliers have access to grievance procedures and that employees can report concerns confidentially, anonymously, or directly without fear of retaliation. In addition, it also includes the company's position on bribery and corruption, Haymarket's Code of Ethics, compliance laws, regulations, and published standards.
Report	Anonymous Whistleblowing Form Haymarket UK Editorial Complaints Haymarket Global Supplier Code of Conduct IPSO's Editors' Code of Practice



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Selling or Providing Access to Consumer or User Data

Topic	Sharing User Data to Advertising Partners and Third Parties
Summary of Issue	Haymarket Media Group: • Utilizes cookies in the delivery of its programs to enhance the experience of its online service to customers; • Shares customer registration details such as profession and contact data with sponsors of such programs, where the customer registered and acknowledged their registration details may be shared with the sponsor(s) of the program; • Information is shared on job websites operated by Haymarket; personal data/CV information is shared with third-party recruiters as is required and typical of the recruitment and selection process. Haymarket delivers some adverts using programmatic means, which consist of the automated buying and selling of online advertising space using real-time bidding. This involves accessing and analysing data from cookies, device and browser configurations, and contextual factors such as website content and ad placement, ultimately sharing this information with third-party entities. Haymarket does not directly share this information, but has enabled supply-side ad technology companies on their websites, who do collect and then share it with other third parties.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	• Utilizes cookies in the delivery of its programs to enhance the experience of its online service to customers;
Impact on Stakeholders	• Shares customer registration details such as profession and contact data with sponsors of such programs, where the customer registered and acknowledged their registration details may be shared with the sponsor(s) of the program;

Implemented Management Practices	Haymarket Media Group complies with data protection laws and regulations where it operates, including UK GDPR and the Data Protection Act 2028; Haymarket's websites that are accessible in the EU are also GDPR compliant. In addition, the company complies with all applicable U.S. state data privacy laws and ensures the protection of user data that they share through a combination of robust measures focusing on contractual agreements, including upholding Data Subject Requests (DSRs) upstream and downstream, secure transmission, and comprehensive employee training. Haymarket Media Group has a Privacy Policy in place for each of the jurisdictions in which they operate that is accessible to consumers that visit their websites and informs users of the type of data being collected as well as who the user data is being shared/sold to (see link below). In addition, Haymarket Media Group has the following practices in place to prevent unconsented sharing of consumer data: • Personal data is only shared with DSPs, and other service providers with which they have a contractual agreement, limiting the use of the data to the defined purpose and strictly prohibits the service provider to use the personal data for their own purposes, examples include: subscription fulfillment bureau, their marketing database supplier and event management supplier; • Consent Management Platform is used to manage customer consent and offer easy access to update consent options on the website; prior to any data sharing, the company ensures all relevant permissions are obtained from consumers/visitors to websites managed by Haymarket. • Have in place just-in-time privacy notices on data collection forms or via website cookie banners, links to consent management, and the company's Privacy Policy outlines how to opt out of sharing data; • When customer requests further information about a third party's product and service, applies for a job vacancy, or enquires about a car or agrees to receive
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	personalized advertisements, the third party entities that are the recipients of their data will be named and a link to their privacy notice will be provided; • Encryption software is used to protect user data transmitted to and from the site. Haymarket Media Group has a dedicated Data Protection Officer in both the US and the UK who oversees that data protection measures are being met.
Report	Haymarket Media Group Privacy Policy (all locations)
Management Comments	Haymarket is committed to transparency regarding data use. We provide clear, fair processing notices explaining how customer personal data is used, along with a link to our comprehensive privacy and cookie notice. Prior to any data sharing, we ensure all relevant permissions are obtained and provide information about the third party, the purposes of sharing, and a link to their privacy notice. Any sharing of personal data is only carried out with the express permission or acknowledgement of the customer and for the purposes agreed. They include the provision of information that would help an individual in their working capacity, keeping them informed about relevant job opportunities, receiving responses to car buying enquiries, and being presented with personalised online advertising. The type of personal data is limited to their basic name and contact details they provided us when signing up for a service.