



Human Rights Policy Statement

Respect for human rights and compliance with relevant law are fundamental principles for WPP and our companies. In our business activities we aim to prevent, identify and address negative impacts on human rights and we look for opportunities to positively promote and support human rights, including children's rights.

We are guided in our approach by international standards and principles including the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the Children's Rights and Business Principles. We are members of the United Nation's Global Compact.

This policy statement explains how human rights are relevant to our business and the steps we take to protect human rights. It applies to all WPP agencies and should be read in conjunction with the WPP Code of Business Conduct and Sustainability Policy.

1. WHAT HUMAN RIGHTS ISSUES MEAN TO WPP

The main ways that human rights are relevant to WPP are:

Employees: We respect the human rights of all employees, including permanent, temporary and contract workers. We select and promote our people on the basis of their qualifications and merit, encouraging diversity. We expect all employees to be treated without discrimination or concern for factors such as race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age or disability. We seek to provide safe workplaces. We recognise the rights of our employees to freedom of association and collective bargaining. We will not tolerate harassment or any form of forced, compulsory or child labour.

Suppliers: We expect our suppliers to respect the human rights of their own employees and suppliers and to meet human rights standards that are consistent with WPP's. All major suppliers are asked to sign the Supplier Version of our Code of Business Conduct, which includes human rights requirements, and they are expected to apply these requirements to their own supply chain.

Client work: WPP companies will not undertake work designed to mislead on human rights issues. Where relevant, we will work with our clients on human rights issues and comply with client policies in relation to human rights and marketing.

Work for human rights organisations: Communications campaigns can be used to raise awareness of human rights issues and to encourage action to protect human rights. Our agencies provide creative services to organisations involved in protecting and promoting human rights, often on a pro bono basis (for little or no fee).

2. OUR POLICY

To embed our commitment to protect and promote human rights, WPP will:

- Comply with all relevant laws and support international human rights standards.
- Reflect our commitment to human rights in our policies and procedures.
- Take steps to identify, prevent or address human rights impacts. This includes integrating human rights into our risk management processes.
- Provide training for our employees on human rights.
- Operate a grievance mechanism to enable employees and suppliers to report human rights concerns.
- Publish our Human Rights Policy Statement and report on our approach to human rights.
- Regularly review and update our approach to human rights.
- Take steps to support and promote human rights, including through our pro bono work.

3. GOVERNANCE

Our Group Chief Counsel oversees our approach to ethics and compliance. The Board and Executive Committee provide additional oversight and guidance on any ethical issues that may arise.

The Board, assisted by the Audit Committee, has oversight and responsibility for our approach to risk management, which is structured through our three lines of defence model and driven by our risk governance framework, business integrity programme, culture based upon the principles set out in our Code of Business Conduct, and our internal control framework.

Our Board-level Sustainability Committee has responsibility for reviewing and considering WPP's Modern Slavery Statement and sustainability-related policies, including this Human Rights Policy Statement, for approval by the Board.

Operational implementation of risk management processes and measures lies with the responsible departments, such as procurement. Our Human Rights Officer monitors and reviews due diligence implementation, such as our annual risk assessments, and develops relevant methodological approaches.

4. REPORTING A CONCERN

WPP encourages a culture of integrity and transparency, offering our employees, partners and other stakeholders along our value chain confidential (and anonymous, if desired) channels to express concerns or report suspected misconduct.

Our independently managed [Right to Speak](#) facility, overseen by our Group Chief Counsel and General Counsel Corporate Risk, is available via phone or email in local languages.

5. RELATED POLICIES

- WPP Code of Business Conduct
- WPP Code of Business Conduct – Supplier Version
- WPP Sustainability Policy