

Modern Slavery Act Transparency Statement

Introduction

This statement is made by Schibsted to section 54(1) of the UK Modern Slavery Act 2015. It constitutes Schibsted's modern slavery statement for the financial year 2019. The statement outlines the action taken by Schibsted to identify and mitigate the potential risks of modern slavery related to its business operations and supply chain.

Our organization

Schibsted is an international media group with 5,006 employees in 11 countries. The group is headquartered in Norway and has subsidiaries located in the United Kingdom. Through online classified markets, media houses and investments in growth companies, Schibsted engages millions of people every day. For more detailed information on our businesses and operations, see www.schibsted.com.

Schibsted's commitment to sustainable business

Schibsted is a participant member of the UN Global Compact and we are committed to make its principles part of the strategy, culture and day-to-day operations of our company.

Schibsted supports and respects the protection of internationally proclaimed human rights as set out in the Universal Declaration of Human Rights and demands the same from our business partners. Schibsted respects and supports internationally proclaimed labour rights and we will not use child or forced labour. Schibsted ensures that its operations do not cause any infringement with such labour rights, including occupational health and safety.

Our Code of Conduct outlines our principles and standards for conducting responsible business. The Code of Conduct is based on the UN Global Compact's Ten Principles and is available to all our people on the intranet, along with an e-learning course and a quiz and includes a link to the Speak Up function enabling anonymous reporting of misconduct, breaches or potential violations against the code, and hence, issues related to modern slavery.

For our marketplace operations, responsible business implies

creating marketplaces that are reliable, efficient, and safe for our users. Our classifieds sites work proactively to prevent various forms of undesirable activity such as advertising of illegal or unethical products, illegal marketing, and fraud. Please also refer to the Sustainability Report.

Supply chain risk

Schibsted's supply chain mainly consists of suppliers providing IT services, data center services, printing services, paper for our newspapers, IT-hardware, event services, content moderation services and distribution of newspapers. Most of our supplies are sourced locally by each company.

We are in the process of strengthening our sustainable supply chain practices to ensure modern slavery is not taking place anywhere in our supply chain. During 2019, our new Supplier Code of Conduct was approved by the Board. The Supplier Code of Conduct is based on the UN Global Compact's Ten Principles and also addresses specific industry challenges.

At the end of 2019 we initiated a Supplier assessment pilot program for six of our companies. The pilot will help the participating companies to implement policies, process and tools to define requirements, assess, evaluate and develop their suppliers within the areas labour rights, human rights, environment and anti-corruption. In our process, to ensure a sustainable supply chain, we have a risk-based approach consisting of four phases; analyse and evaluate risk, set requirements for suppliers, monitor and assess the suppliers and support of supplier development.

Looking ahead

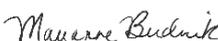
During 2020, we will continue with the pilot programme, with the purpose of identifying group wide high-risk suppliers and industries and define group wide screening processes for further implementation in other parts of our organization. We will also continue our work to extend our Speak Up channel to suppliers and third parties where breaches of our Supplier Code of Conduct, such as the presence of modern slavery, can be reported anonymously.

Oslo, 24 March 2020

Schibsted ASA's Board of Directors



Ole Jacob Sunde
Chairman of the Board



Marianne Budnik
Board member



Torbjörn Ek
Board member



Anna Mossberg
Board member



Christian Ringnes
Board member



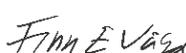
Ingunn Saltbones
Board member



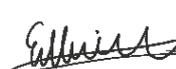
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Board member



Philippe Vimard
Board member



Finn E. Våga
Board member



Eugénie van Wiechen
Board member



Kristin Skogen Lund
CEO