



IPSO ANNUAL STATEMENT 2021

Introduction

At Future, we pride ourselves on the heritage of our brands and loyalty of our communities. Every month, we connect more than 400 million people worldwide with their passions through brands that span technology, games, TV and entertainment, women's lifestyle, music, real life, creative and photography, sports, home interest, current affairs and B2B.

First set up with one magazine in 1985, Future now boasts a portfolio of over 200 brands produced from operations in the UK, US and Australia. We seek to change people's lives through sharing our knowledge and expertise with others, making it easy and fun for them to do what they want.

Today, Future employs 2,900 employees worldwide and the company's leadership structure as of 18 March 2022 is outlined in Appendix 2.

Our core portfolio covers consumer technology, games/entertainment, women's lifestyle, music, creative/design, home interest, photography, hobbies, outdoor leisure, current affairs and B2B. We have over 100 magazines and publish over 700 one-off 'bookazine' products each year. Globally, 400+ million users access Future's digital sites each month, and we have a combined social media audience of 123 million followers (a list of our titles/products can be found under Appendix 1a. & 1b.).

In recent years, Future has made a number of acquisitions in the UK. These include Blaze Publishing, Imagine Publishing, Team Rock, Centaur's Home Interest brands, NewBay Media, several Haymarket publications, two of Immediate Media's cycling brands, Barcroft Studios, TI Media and most recently a number of current affairs and technology brands from Dennis. At the time of submitting this report Future has also just acquired the website WhatCulture.com (as of 24 March 2022).

For the purpose of this statement, Future's 'responsible person' is Paul Newman, Managing Director, Tech Lifestyle..

Editorial Standards

Through our expertise in 12 different content 'verticals', Future produces engaging, informative and entertaining content across a number of channels and to a high standard. The business is driven by a core strategy – 'Content that Connects' – that has

been in place since 2014. This puts content at the heart of what we do, and is an approach we reiterate in our internal communications strategy through regular colleague briefings.

At Future, we believe everyone involved in editorial decision making shares responsibility for the content we publish. And in order to ensure there is clear accountability each of the content teams in our 'verticals' is led by at least one senior editorial manager – typically a Content Director. This senior editorial manager is responsible for upholding the highest editorial standards possible, ensuring no breaches of IPSO's Editors' Code of Practice occur and providing guidance to more junior staff.

Future takes all reasonable and appropriate steps to verify what we publish. Such steps include double sourcing where necessary, and rigorous scrutiny of information and sources to ensure the accuracy of the articles we publish.

Editorial process for contentious issues involves second reading by editorial and pre-vetting of articles by Future's in-house legal team is available for any concerns. External advice is sought for contentious issues and we would always draw on IPSO as a source of external expertise if the circumstances required it.

Licenses and consents are obtained prior to publication, save where use of material falls within an exemption to copyright law (eg fair dealing).

Beyond technical advice, Future does not have internal manuals, codes or guidance used by our journalists. However, Future refers to the Editors' Code of Practice as the basis for its editorial standards.

Complaints Procedure

Future would seek guidance from IPSO regarding serious and bespoke complaints that go beyond run-of-the-mill customer queries and issues that we have no precedent in dealing with.

To date we haven't sought pre-publication guidance from IPSO, but would have no hesitation in doing so if advice was required on interpreting the Editors' Code of Practice or understanding the public interest exception.

Editorial complaints are dealt with at a 'local' level, i.e. on a brand-by-brand basis, to ensure the query or complaint is kept close to the expertise. Where necessary, complaints are escalated to the relevant senior editorial manager or Managing Director of a vertical. In the year to date we have received four complaints via IPSO. We also self-referred on two occasions. The details are outlined in the Compliance section below.

Any issues related to copyright infringement are dealt with by Future's in-house legal and rights teams, and referred to external advisors where necessary.

Pursuant to the supplementary requirement issued by IPSO in December 2014, we have added information in the About Us pages on our sites which inform our users:

1. that we are regulated by IPSO
2. that we abide by the Editors' Code of Practice
3. of the email address for each site to use in case of a complaint

4. of the ways in which they can contact IPSO for more information about IPSO or the Editor's Code.

Here is an example from [techradar.com](http://www.techradar.com/news/about-us) that can be viewed at <http://www.techradar.com/news/about-us>

TechRadar is a member of the Independent Press Standards Organisation (which regulates the UK's magazine and newspaper industry). We abide by the Editors' Code of Practice and are committed to upholding the highest standards of journalism. If you think that we have not met those standards and want to make a complaint please contact news@techradar.com. If we are unable to resolve your complaint, or if you would like more information about IPSO or the Editors' Code, contact IPSO on 0300 123 2220 or visit www.ipso.co.uk.

We also rolled out the IPSO mark on all our websites and the 'flannel panels' of all magazines in 2019. We remind editors of the requirement to display this on an annual basis.

It is worth noting that Future has been expanding rapidly in recent years and, consequently, due to the ongoing integrations of acquired businesses and the associated technological challenges, not every Future website is likely to be completely up to date at the time of the submission of our annual report.

In response to the supplementary requirement issued by IPSO in February 2016, we acknowledge that before making any substantive changes to an online article or other material in response to a complaint, editorial staff archive a complete copy of the article or other material under complaint. (This does not include trivial changes, such as changes to spelling or grammar.) The archived copy must be retained for a minimum of four months from the date of the amendment to ensure that IPSO has access to a copy of the material under complaint, should it subsequently receive a complaint.

Training Process

Future takes the training of editorial staff very seriously and the company's Learning & Development team is responsible for ensuring journalists are kept up to date with the latest best practice regarding editorial standards.

Every year before submitting our annual statement we take steps to ensure the Editors' Code of Practice is embedded with our editorial teams, distributing the Editors' Codebook to all senior editorial managers and requesting they ask every journalist under their management to read both the Codebook and the Editors' Code of Practice to refresh their knowledge. As part of this process we also highlight any important changes made by IPSO, such as recent additions regarding mental health or reporting on Muslims and Islam.

Where appropriate, Future's Legal and Rights team meet with new joiners on a one-to-one basis to run through the basic principles of copyright law and our contracts. We have also held 'group' rights-refreshers with specific teams where issues have arisen. We are working through all editorial teams to make sure everyone has clear guidance.

Since 2018, we have contracted a highly-respected external supplier to deliver a comprehensive series of media law refreshers for all journalists currently employed in Future's UK business. This external supplier was re-engaged in April 2021 to provide training to recent starters in our UK and US offices and the sessions were recorded for distribution on our in-house training platform Future University. Our in-house Rights team has also developed its own refresher training materials, which can be delivered to smaller teams in more focused sessions as and when necessary.

Compliance Record

Since Future submitted its previous statement (for 2020), there have been no complaints made against Future ruled on by IPSO's Complaints Committee.

The complaints/queries received from IPSO in the last 12 months are listed below:

Date	IPSO Ref	Title	Nature of complaint	Outcome
03/06/21	██████	FourFourTwo	Use of the term 'Gammon' was racist and in breach Clause 12 (Discrimination)	Complaint rejected
16/09/21	██████	Edge	████████████████████ - accuracy as to the word 'colleague' when referring to freelancer	Not pursued
08/10/21	██████	Woman's Weekly	Printing a letter about a dog biting incident gave inaccurate and misleading info in breach of Clause 1 (Accuracy)	Complaint rejected
07/02/21	██████	Woman & Home	Incorrect facts re removal of Royal titles were in breach of Clause 1 (Accuracy)	Complaint rejected

In addition, there were two instances of Future self-reporting to IPSO which was done as a precaution and did not, to our knowledge, result in a formal complaint. Those instances were:

1. A Shooting Times article dated 10 February 2021 – a reader complaint was subsequently received about references to when birds were shot and we referred the matter to IPSO in July 2021
2. A recent issue where one of our employees was being harassed by a reader around issues relating to their personal life. We referred the matter to IPSO in February 2022 for advice and because of the potential conflict of interest for Future's responsible person, Paul Newman, who had managerial oversight of the brand in question at the time.

Appendix

1a. List of Publications, Products & Events

Note: Entries highlighted in yellow are US brands, included here in the interests of completeness.

VERTICAL	DIGITAL	MAGAZINES	EVENTS
Tech Specialist	LaptopMag.com TomsHardware.com AnandTech.com Whathifi.com Android Central.com iMore.com Technobuffalo.com Windowscentral.com Thrifter.com	Linux Format iCreate MacFormat Mac Life Maximum PC What Hi-Fi? PC Pro Computer Active	What Hi-Fi? Awards
Tech Lifestyle	Techradar.com TomsGuide.com T3.com	T3 Total 911	The T3 Awards Tom's Guide Awards Mobile Industry Awards
Decanter & Wallpaper*	Wallpaper.com Decanter.com	Wallpaper* Decanter	Decanter World Wine Awards Decanter Virtual Masterclasses Decanter Fine Wine Encounter
Knowledge & Wellness	Space.com Livescience.com Howitworksdaily.com Toptenreiviws.com Fitandwell.com Historyanswers.co.uk coachmag.co.uk PetsRadar.com	How It Works All About History All About Space History of War Real Crime Coach	
Gaming	Pcgamer.com Gamesradar.com Newsarama.com Retrogamer.net	PC Gamer PC Gamer (US edition) Official PlayStation Magazine (closed April 2021) Play Edge Retro Gamer Minecraft World	The PC Gaming Show The Golden Joysticks Future Games Show
Home Interest	Homebuilding.co.uk Plotfinder.net RealHomes.com Gardeningetc.com Livingetc.com	Homebuilding & Renovating Period Living Real Homes Homes & Gardens	Homebuilding & Renovating Show

	Homesandgardens.com Idealhome.co.uk	Livingetc Ideal Home Style at Home Country Homes & Interiors 25 Beautiful Homes Easy Gardens Amateur Gardening	
Music	Musicradar.com Loudersound.com Guitarworld.com Guitarplayer.com Bassplayer.com	Bass Player Classic Rock Computer Music Electronic Musician Future Music Guitarist Guitar Player Guitar World Guitar Techniques Metal Hammer Prog Total Guitar Music Week Music Week Directory	The Guitar Showcase The Music Technology Showcase Music Week Awards Music Week Tech Summit Music Week Women In Music Awards
Photography & Design	Digitalcameraworld.com Creativebloq.com	Digital Camera PhotoPlus N-Photo Digital Photographer Practical Photoshop (digital-only magazine) Photography Week (digital-only magazine) Australian ProPhoto Australian Camera Magazine 3D World ImagineFX	The Photography Show Brand Impact Awards Vertex
Country Lifestyle	Airgunmagazine.co.uk Bow-international.com Clay-shooting.com Sporting-rifle.com Theshootingshow.tv Thefield.co.uk Countrylife.co.uk Shootinguk.co.uk	Airgun Shooter Bow International Clay Shooting (closed April 2021) Shoot In Scotland Shooting Club Directory Shooting Industry Directory Sporting Rifle (closed April 2021) Country Life The Field Shooting Times and Country Gun Trade News (sold in 2021) Shooting Gazette (closed April 2021)	

Film & TV	Whatsontv.co.uk (closed June 2021) Whattowatch.com Cinemablend.com WhatCulture.com	SFX Total Film What's on TV TV Times TV & Satellite Week	TV Times Awards
Sport	FourFourTwo.com Cyclingnews.com Bikeperfect.com Golfmonthly.com Rugbyworld.com Yachtingworld.com Yachtingmonthly.com Ybw.com Pbo.co.uk Mby.com Cyclingweekly.com Mbr.co.uk Advnture.com Horseandhound.co.uk	FourFourTwo Golf Monthly Rugby World Yachting World Yachting Monthly Practical Boat Owner Motorboat & Yachting Cycling Weekly Mountain Bike Rider Horse and Hound	
Caravan & Motorhome	Practicalcaravan.com Practicalmotorhome.com	Practical Caravan Practical Motorhome	
B2B	Avnetwork.com Avnetwork.com/eduwire Avnetwork.com/digital-signage-magazine Avnetwork.com/avtechnology Avnetwork.com/systems-contractor-news Nexttv.com Nexttv.com/multichannel-news Nexttv.com/broadcasting-cable Installation-international.com Mixonline.com Prosoundnetwork.com (merged into mixonline.com July 2021) Radioworld.com Residentialsystems.com SmartBrief.com Svconline.com Techlearning.com Tvbeurope.com Tvtechnology.com Twice.com 5Gradar.com Itpro.com Itproportal.com Techradar.com/pro	Broadcasting & Cable and Multichannel News (combined in 2021) Installation Mix Pro Sound News (merged into Mix July 2021) Radio World Radio World Engineering Extra Residential Systems Sound and Video Contractor Systems Contractor News Tech & Learning TV Technology TVBEurope TWICE	LA TV Week Mix Sound for Film Events Mix Award Season Events T&L District Roundtables AV Network Nation Mix Sessions Events Best of Show Awards at ISE DIGI Awards SCN Stellar Service InfoComm Best of Show SVC Innovative Products Awards SCN/InfoComm Product Awards Best of Show Awards at NAB Best of Show Awards at IBC Tech & Learning Awards of Excellence Tech & Learning Best of Show: TCEA, ISTE Tech & Learning Regional Leadership Summits Tech & Learning Professional

			<ul style="list-style-type: none"> Development Conferences Tech & Learning Roundtables 40 Under 40 Events TWICE/Resi CES Picks TWICE VIP Awards CEDIA Best of Show AV/IT Summit NYC TV Week B&C Hall of Fame Levelling Up Virtual Event (eSports in Education) Advanced Advertising Summit Next TV Summit TV Tech Summit TV Tech Product Innovation Awards Hispanic TV Summit Wonder Women Technology Leadership Awards SB Innovation Awards - Business Traveler SB Innovation Awards - Foodservice SB Innovation Awards - Workplace
<p>Future Studios (f/k/a Barcroft)</p>	<p>Truly (<i>formerly Barcroft TV - YouTube channel</i>)</p> <p>Beastly (<i>YouTube channel</i>)</p> <p>Barcroft Cars (<i>YouTube channel</i>)</p> <p>Barcroft.tv.com</p> <p>Amazing India</p> <p>Beast Buddies</p> <p>Big Dogz</p> <p>Born Different</p> <p>Brand New Me</p> <p>Dog Dynasty</p> <p>Extreme Love</p> <p>Beastly (<i>show on Snapchat/channel on YT</i>)</p> <p>Hooked on the Look</p> <p>Kick Ass Kids</p> <p>Love Don't Judge</p> <p>Making Mad</p> <p>My Trans Life</p>	N/A	N/A

	<p>Ridiculous Rides Shake My Beauty Share The Hair Truly (<i>channel on YouTube + OTT platforms, showbrand on Facebook and TikTok</i>) Transformed My Extraordinary Family Miami Muscle Totally Game True Stories Mind Yourself My Extraordinary Family Dating Different Bling Life Rahki's World Beasties Bling Life Atlanta Space Unexplained Muckbang Heroes Life's Little Mysteries</p>		
Women's Lifestyle	<p>Womanandhome.com Myimperfectlife.com Womansweekly.com Goodto.com Marieclaire.co.uk Marieclaire.com</p>	<p>Chat Pick Me Up Chat it's Fate Chat Monthly Pick Me Up Special Woman Woman Special Woman's Own Woman's Own Special Woman's Weekly Woman's Weekly Living Woman & Home Simply Woman & Home</p>	<p>Marie Claire UK Prix d'Excellence Beauty Awards Marie Claire UK Hair Awards Woman & Home Skin Awards Woman & Home Hair Awards Woman & Home Beauty Awards</p>
News	<p>Theweek.com Theweek.co.uk Theweekjunior.com Theweekjunior.co.uk</p>	<p>The Week UK & US The Week Junior UK & US Science + Nature</p>	
Wealth	<p>Moneyweek.com Kiplinger.com Themoneyedit.com</p>	<p>MoneyWeek Kiplinger's Personal Finance The Kiplinger Letter The Tax Kiplinger Letter Kiplinger's Retirement Report Kiplinger's Investing for Income</p>	<p>MoneyWeek Wealth Summit</p>

Ib. Bookazines Series published in 2021

The Python Book
All About History Book of British Royals
Canon Beginner's Handbook
Classic Rock Special: Legends of the 70s
Nikon: The Complete Manual
Teach Yourself Photoshop Elements
The Nikon Camera Book
Windows 10 The Complete Manual
Crochet Living
History of Videogames
80s Movies - The Ultimate Celebration
All About History Book of Red Coats
All About History Dictators
All About Space Book of Mars
History of War Book of the Hundred Years' War
Sewing for Beginners
The Mindfulness Book
Beginner's Guide to Pilates
Shoot Lower Scores
Paint & Draw Collection
All About History Book of the Renaissance
All About History Greatest Empires
History Of War Legends of the Battlefield
How It Works: Book Of Amazing Science
How It Works: Book Of The Human Body
Keto Baking Book
Teach Yourself Seasonal Photography
The Story of Metal
Calm & Clear
Eat Yourself Healthy
All About History Book of Events That Changed The World
All About History Book of the Wild West
All About History Napoleon
History of NASA
How It Works: World of Tomorrow

Porsche 911 Buyer's Guide
The NBA Book
How It Works: Book Of The Oceans
Love & You
Real Crime: Celeb Special
Virus
Best of Woman's Weekly Fiction
Classic Rock Special: Iron Maiden
All About History Book of Tudors
iPhone: The Complete Manual
Nikon Beginner's Handbook
Outdoor Photography
Simple Steps to Crochet
Start Your Own Business 2021
Teach Yourself Astrophotography
The Producer's Music Theory Handbook
Ultimate 80s Retro Gaming Collection
Raspberry Pi The Complete Manual
Declutter Your Home
Metal Hammer Special: Slipknot
100 Greatest Classic Rock Albums
All About History Anglo-Saxons
All About History Book of the Russian Revolution
Book of Spells
Classic Rock Special: Legends of the 80s
FourFourTwo Presents Play Like A Pro
Get Fighting Fit: Boxing Workouts
History Of War Military Heroes of the 20th Century
Teach Yourself Black & White Photography
Family Meals in 30 Minutes
History Of War Story of Pearl Harbor
All About History Aztecs
All About History Book of Julius Caesar
All About History Book of the Windsors
Everything You Need To Know About... The American Civil War
Hackers Manual 2021
History Of War Book of the British Civil Wars

Quick & Easy Keto Diet
Sketchbook
Teach Yourself Travel Photography
The Vegan Cookbook
Unplug
WordPress for Beginners
Mindful Travel
Psychology Now
All About History Roman Britain
Everything You Need To Know About... Knights
How It Works: Book Of Incredible History
Nintendo Archives
Paint & Draw: Acrylics
Practical Motorhome Buyer's Guide
Samsung Galaxy For Beginners
Sleep Better
Story of the Bible
Teen Mindfulness
Ultimate Roadtrips
What If... All About History Book of Alternative History
Essential Boat Maintenance Manual
History of Death
History Of War Story of The Eastern Front
Natural Remedies
Country Life: Great Victorian Houses
Woman&Home Celebration Food
Best of Woman's Weekly Fiction
All About History Anne Boleyn & The Wives of Henry VIII
Canon: The Complete Manual
Create With Crochet: Soft Toys
Crochet for Beginners
Everything You Need To Know About... World War II
Nikon Advanced Handbook
Quick Keto Meals
Samsung Galaxy: The Complete Manual
Senior's Edition: iPad
Teach Yourself Photoshop

The Prog Collection
Retro Gamer Book of Mario
Classic Rock Special: Jimi Hendrix
Country Life: Cookbook
Home Photography Handbook
Ultimate Guide to the Masters
3D Make & Print
All About History Age of Discovery
All About History Book Of Pirates
All About History Book of the British Empire
Animation Artist
Bike Maintenance Tips, Tricks & Techniques
Classic Rock Special: 100 Greatest Rock Songs of All Time
Photography Tips, Tricks & Fixes
Psychology Now
Ultimate Guide to Fantasy Gaming
Total 911 Presents Secrets of the Porsche Museum
Senior's Canon Camera Book
Everything You Need To Know About... Vikings
History of Ghosts
How It Works: The Science of Habits
Keto Baking Made Simple
Legends of the NBA
Paint & Draw Collection
Quilting & Patchwork for Beginners
The Story of Nirvana
Ultimate Retro Hardware Guide
Ultimate Wildlife Experiences
Simple Keto Meals
All About History Roman Republic
All About Space Space Exploration
Ultimate Destress Plan
Acoustic 2021
All About History Ancient Civilisations
Classic Rock Special: AC/DC
Get The Most From Your Sewing Machine
Google Tips & Tricks

History of Folklores, Fairytales & Monsters
History of War Defining Battles of World War II
All About History Book of Greek Mythology
Everything You Need To Know About... The Middle Ages
ImagineFX Inside The Artist's Studio
The Home Scandi Bible
Wellbeing Journal
Best of Woman's Weekly Fiction
Hidden Travel Gems
All About History Book of Queen Victoria
Big Book of Crochet Stitches
Classic Rock Special: Queen
Drones The Complete Manual
Greatest Gaming Icons
Python The Complete Manual
Teach Yourself Photography
The Keto Diet Book
Web Design For Beginners
Senior's Edition: Smartphones & Tablets
Save Money, Spend Less
All About History Monsters & Mythical Beasts
Beginner's Guide to Music Production
Your Perfect Garden
All About History History of Medicine
How It Works Book of Aircraft
Sewing for Beginners
How It Works: Inside The Human Body
All About History Book of Ancient Greece
Anatomy Essentials
Easy Keto Desserts
Practical Mindfulness Book
Recipe Journal
World of Animals Extreme Animals
All About History Book of Ottoman Empire
All About History Book of Roman Emperors
All About History Book of the Kennedys
Meghan's Style

The CSC Camera Book
How It Works: Book Of The Brain
All About History Book of the American Frontier
All About History Book of the Crusades
Knitting For Beginners
CL Obituary Special: Duke of Edinburgh
Complete Keto Diet Book
Mindful You
Paint & Draw Beginner's Guide to Watercolours
The Modern Home Book
All About History Book of US Presidents
All About History Story of the First World War
Concept Artist
History of War Battle of the Atlantic
Fender: Stratocaster Handbook
The Tour Collection
World's Greatest Heritage Sites
The Fasting Diet Book
All About History Book of the Maya
Gratitude Journal
History of War War in the Pacific
How It Works: Book Of Incredible Science
How It Works: The Science of Memory
Mindful Home
The Ultimate Javascript Manual
Declutter Your Life
Metal Hammer Presents: My Chemical Romance
All About History Mongol Empire
All About History Scandals of the Windsors
All About History Story of Silk Road
Canon Photographer's Handbook
Family Crochet
Teach Yourself Outdoor Photography
Best of Woman's Weekly Fiction
FourFourTwo's Unofficial Guide to Euro 2020
History of War: The Blitz
The Music Producer's Guide to Electronic

Duke of Edinburgh: A Life in Pictures
All About History Royal Dynasties
Apple Watch The Complete Manual
PL English Gardens
Sketchbook
Teach Yourself To Shoot Like a Pro
Your Handmade Wedding
All About History Book of US Presidents: The Defining Moments
Shoot In Scotland
5G: The Complete Manual
All About History Book Of Kings & Queens
All About History Book of the Space Race
Everything You Need To Know About... Ancient Egypt
How Your Body Works
Own Your Life: An Interactive Journal
The Story of Pokémon
50 Best Logos
All About History Book of Great Explorers
All About History Collection
All About History William The Conqueror & The Normans
All About Space Book of the Moon
History of War Story of the American Civil War
800 Calories Or Less
World's Greatest Hikes
Cristiano Ronaldo Fanbook
Wonders of the Natural World
101 Places To Visit Before You Die
All About History Royals At War
Everyday Keto Baking
History of War D-Day
Paint & Draw: Oils
Real Crime Women Who Kill
The Keto Diet Cookbook
How It Works Life Hacks
FourFourTwo Collection
History of War Battle of Waterloo
History Of War Book of Spies & Secret Wars

European Legends
All About History Book of Communism
All About History Lost Cities
How It Works Amazing Inventions
Paint & Draw: Watercolours
Real Crime: Narcos
Space.com Collection
The Core Strength Training Book
Wedding Journal
Decanter: Wines of the World
Fabulous Fakeaways
The Story of... Bruce Springsteen
The Anti-Inflammatory Plan
45 Crochet Patterns
Classic Rock Special: Aerosmith
The Billie Eilish Fanbook
All About History History's Greatest Mysteries
Manga Artist
Real History of the Crown
Senior's Guide to Mac
Teach Yourself Raw in Photoshop
All About History Book of London
Best of Woman's Weekly Fiction
Parenting Journal
Teach Yourself Modern Landscape Photography
The Queen & Her Horses
The Story of... Bob Marley
Sail The British Isles
Harry Styles Fanbook
101 Dream Travel Locations
3D World Presents: Get Started in 3D
All About History Book of Churchill
All About History Story of World War II
All About Space Apollo Missions
Real Crime Murder Mysteries
Samsung Galaxy: The Complete Manual
The Sony Camera Book

The Ultimate 90s Collection
Videogames Hardware Handbook
World of Animals Book of Endangered & Extinct Animals
All About History Book of Vikings
The Dwayne Johnson Fanbook
Windows 10 The Complete Manual
Legends of the Lions
Learn, Draw & Colour: Animals
Pocket World Presents... Pokémon GO
All About History Book of the Founding Fathers
All About History Book of the Roman Empire
Dream Journal
History of War America At War
History of War Book of Combat Machines
Real Crime Manson Murders
All About History Book of Weird History
Paint & Draw: Portraits
All About History Book of Greatest Battles
All About History Book of the Samurai
All About History History of the Olympic Games
Biggest Human Body Myths Busted
History of Magic
History of War Story of the Battle of Britain
PL Beautiful English Cottages
Everyday Keto Cooking
Drag
Home Workout Handbook
Harry Styles Fanbook
History of War Wars of the Roses
All About History Story of Jesus
Dark Tourism Guide
History of Nazi Germany
How It Works Collection
Life's Little Mysteries
Ultra Rare Porsche 911 Book
Taylor Swift Fanbook
How It Works: Book Of Amazing Technology

Keto Baking Book
Nikon for Beginners
Paint & Draw Collection
Recharge
Ultimate Travel Bucket List
Woman&Home Complete Cookbook
FourFourTwo Ultimate Noughties Collection
Senior's Mindfulness
Harry Styles Fanbook
All About History Book of Richard III & the Plantagenets
Coding Made Simple
Real Crime Case Files
Teach Yourself Image Editing
The Canon Camera Book
Simple Steps to Crochet
Classic Rock Special: Kiss
Book of Japan
History of Paganism
History Of War Book of Pearl Harbor
History of War Story of the Vietnam War
The Python Book
Ultimate Sketchbook Collection
Best of Woman's Weekly Fiction
Senior's Photography
Top 100 Golf Courses
All About History Ancient Gods
All About History Civil Wars
Classic Rock Special: Guns N' Roses
The Art of Gaming
Ultimate BTS Fanbook
World's National Parks
What If... All About History Book of Alternative History
iPhone: The Complete Manual
Knitting For Beginners
Raspberry Pi The Complete Manual
Quick & Easy Home Projects
Ultimate Retro PC Gamer Collection

Future Genius: The Solar System
Future Genius: Chemistry
Shoot Lower Scores
All About History Book of American Outlaws
All About History Book of Hitler
All About History Book of the American Revolution
All About History History's Greatest Warriors
Paint & Draw: Anatomy
Play Like your Heroes - Acoustic
Teach Yourself Photoshop Elements
How It Works: Book Of Incredible History
How It Works: Inside Your Brain
Nikon Advanced Handbook
Quick & Easy Keto Diet
Complete Strength Training Book
Country Life: Beauty of Britain
History of War Elite Forces
The Ultimate Guide to Extending Your Home
All About History Book of the Renaissance
All About History Heretics & Holy Wars
History of NASA
Teach Yourself Wildlife Photography
The Story of Metal
The Ultimate 80s Collection
Ubuntu: The Complete Guide
Canon Advanced Handbook
Psychology Now
Beyonce Fanbook
FourFourTwoPresents: The Story of Man City
Reflexology
All About History Medieval Knights
Coding Academy 2021
All About History Book of Elizabeth I
History Of War: Britain's Greatest Victories
History Of War: Hitler At War
Kennedy Assassination: The True Story
The Porsche 911 RS Book

Piano For Beginners
Essential Guide to Crochet
Senior's Edition: iPhone
Prog Special: Jethro Tull
Photography Made Simple
All About History Salem Witch Trials
Real Crime Couples Who Kill
Retro Gamer Book of Mario
The NFL Book
Best of Woman's Weekly Fiction
Memory Journal
How It Works: Book Of The Human Body
PC Hardware Handbook
Airgun Shooter: Guns & Optics
All About History Book of Alexander the Great
All About History Book of Viking Sagas
Amazon Echo: The Complete Manual
History of War Book of The Napoleonic Wars
How It Works: Book Of Amazing Vehicles
Nikon: The Complete Manual
Paint & Draw: Pastels
Sporting Gun: The Game Gun
The Blues Collection
Mind & Body Strength Training
Natural You
All About History Book of Byzantine Empire
All About History Book of the Medici
100 Retro Games To Play Before You Die
All About History Book of Pilgrims
Classic Rock Special: Def Leppard
Classic Rock Special: Icons of Rock
Professional Photography Collection
Teach Yourself Macro Photography
The Ultimate 70s Collection
Ultimate 90s Retro Gaming Collection
Psychology Now
How It Works: Book Of The Brain

All About Space Black Holes
Britney Spears Fanbook
All About Space Heroes of Space
Fit For Life
FourFourTwo Presents: The Managers
Modern Country
The Story of Harry Styles
All About History Book of Pharaohs
The Nikon Camera Book
All About History Book of Tudors
Discover The Dinosaurs
Hackers Manual 2021
Heroes Of Procyding
History of War American Military Leaders
History of War US Military's Greatest Battles
Linux Made Simple
Outdoor Photography
Practical Raspberry Pi Projects
Crochet for Beginners
All About History Book of the Windsors
Comic Artist
ImagineFX Annual (2022)
Total Guitar Annual (2022)
The Science Collection
Classic Rock Special: Ultimate 90s Collection
Decanter Annual
Fantasy Art Essentials
All About History Book of the Wild West
History of the Occult
Everything You Need To Know About... The First World War
Best of Woman's Weekly Fiction
Future Genius: The Animal Kingdom
All About History History of Astrology
Christmas Craft Collection
Rugby World Annual
Sketchbook
Wine & Dine

Future Genius: The Human Body
Canon: The Complete Manual
Retro Gamer Book of Arcade Classics
Samsung Galaxy: The Complete Manual
Teach Yourself Outdoor Photography
The Guitarist's Guide to Effects Pedals
The Keto Diet Book
Paint & Draw: Landscapes
All About History Book of Medieval History
How It Works: Inside The Human Body
PC Gamer Annual (2022)
Everything You Need To Know About... The Wild West
Running for Beginners
Period Living Christmas
Sporting Gun: The Ultimate Rifle Handbook
All About History Book of Disasters
All About History Book of US Presidents
All About History Heroes of the First World War
All About History Story of the First World War
Guitarist Legends of Tone: Gibson
How It Works Amazing History
Simple Steps to Knitting
Anatomy Essentials
Practical Mindfulness Book
N-Photo Annual (2022)
Build A Better Swing
The Ariana Grande Fanbook
Your Best You
Forest of Serenity
All About History Book of British Royals
Art of War: Strategy Guide
Google Tips & Tricks
Sewing for Beginners
The Ultimate Guide to Horror
The Prog Collection
Classic Rock Special: Led Zeppelin
Declutter Your Life

Linux Format Annual (2022)
Teach Yourself Astrophotography
Photo+ Annual (2022)
Paint & Draw Still Life
Family Crochet
ImagineFX Art School
All About History Book of the Russian Revolution
The Fasting Diet Book
All About History Book Of Pirates
All About History History of Medicine
EDGE Annual (2022)
History of War Defining Battles of the First World War
Sketchbook
Total Film Annual (2022)
Senior's Edition: Smartphones & Tablets
All About History Annual (2022)
Classic Rock Annual (2022)
Own Your Life: An Interactive Journal
Paint & Draw Collection
Country Homes & Interiors: Country Christmas
History of Vampires
Astronomy for Beginners
How It Works: Book Of Space
Metal Hammer Annual (2022)
The NBA Book
Take Back Your Life: An Interactive Journal
All About History Book of Witchcraft
Guitarist Annual (2022)
Best of Woman's Weekly Fiction
Future Genius: Ancient Egypt
Future Genius: Coding
All About History History of Australia
Everyday Keto Baking
Everything You Need To Know About... Ancient Rome
The Fit&Well Annual
Woman&Home Christmas Cookbook
The Ultimate Guide to Building Your Home

The Ultimate Beatles Collection
100 Nintendo Games To Play Before You Die
101 Amazing Photos To Take Before You Die
5G: The Complete Manual
Abbey Road
All About History Book of Christianity
All About History Heroes of World War II
Craft Beer: 365 Best Beers in the World
Decanter Collection: The Wine Lover's Handbook
History of War Story of the Battle of Britain
How It Works Book of Amazing Cutaways
Python The Complete Manual
Teen Mindfulness
The Mediterranean Diet Book
The Miley Cyrus Fanbook
World Football Annual
Macramé for Beginners
All About History Book of Communism
All About History Sparta
All About History Templars
Camera Shopper
Canon for Beginners
Classic Rock Special: Metallica
Enchanted Ocean
Extreme Dot to Dot: Animal Kingdom
Get Fit, Stay Fit
Music Producer's Guide to Ableton Live
Practical Painter
Prog Special: Yes
Teach Yourself Photography
Teach Yourself Studio Photography
Harry Styles Fanbook
All About History Book of the American Frontier
All About History The Great Depression
Around The World In 80 Dishes
Country Life Annual
Guitar Gods

History Of War Book of Pearl Harbor
How It Works 60 Second Science
How It Works: The Story Of Humans
Prog Special: Genesis
Senior's Edition: iPad
Teach Yourself Fine Art Photography
The Ultimate Guide to Zombies
The Winter Crochet Book
The Winter Knitting Book
All About History History of Slavery
How It Works Annual (2022)
All About History Book of the Prohibition
All About History Mongol Empire
All About History Royals At War
Best of Woman's Weekly Fiction
Chat: True Crime Special
Complete Guide to Fortnite: Battle Royale
Everything You Need To Know About... Ancient Egypt
Fit In 30
History Of War Story of The Western Front
Mindful Living
Paint & Draw Beginner's Guide to Painting
PL Beautiful English Cottages
Shape Up, Feel Great
Winter Wonderland
Psychology & You
All About History Book of The Titanic
All About History Book of the Inca
Being Vegan
Eat Well, Live Better
FourFourTwo Annual
Green Living Made Easy
History of War Story of the American Civil War
iPhone: The Complete Manual
Paint Like The Masters
Practical Meditation Book
Raspberry Pi The Complete Manual

The Lady Gaga Fanbook
Total Film Cult Classics
Your Serenity
Music Icons: Paul McCartney
Canon Advanced Handbook
Beginner's Guide to Embroidery
Knitting For Beginners
Linux & Open Source Annual (2022)
Manga Artist
Prog Special: Marillion
Master Your Camera In 4 Weeks
Raspberry Pi Annual
Real History of the Crown
Senior's Edition: iPhone
Teach Yourself Lightroom
Travel Journal
Ultimate Backpacker's Travel Guide
World of Fantasy
All About History Book of Greek Mythology
All About History Bronze Age
All About History Romanovs
3D Make & Print
All About Space Annual (2022)
Digital Photographer Annual (2022)
Get Creating: Papercraft & Scrapbooking
How It Works: Book Of Amazing Technology
History of War Special Forces
Retro Gamer Annual (2022)
Senior's Guide to Mac
Simple Acts of Kindness
The White Album
Ultimate BTS Fanbook
Ultimate Minecraft Builder's Guide
101 Places To Visit Before You Die
All About History Book of Vikings
Best of Woman's Weekly Fiction
Everything You Need To Know About... British Royals

Unresolved Mysteries
Mindful Fitness
Paint & Draw: Animals
Real Crime Death Row
Real Crime Annual
The Core Strength Training Book
The Healthy Heart Diet Plan
The Smart Woman's Guide to the Menopause
The Story of Stevie Nicks
World of Animals Annual (2022)
Ultimate 90s Pop Collection
Golf Monthly Annual
Harry Styles Fanbook Vol 2: The Story of Harry Styles
All About History Holy Roman Empire
Apple Watch The Complete Manual
Chess for Beginners
Fantasy Art Essentials
Legends of the NFL
Live Well, Live Longer
Mindful Eating
Nintendo All-Stars
One Pot Cookbook
Samsung Galaxy: The Complete Manual
The One Direction Fanbook
The Story of Pokémon
What Your Dog Is Trying To Tell You
All About History Book of Stuarts
Classic Rock Ultimate Rock Quiz Book
iPhone For Beginners
Pink Floyd
Quick & Easy Crochet
Senior's Nikon Camera Book
Teach Yourself Creative Photography
Teach Yourself Portrait Photography
The Great British Baking Book
Learn, Draw & Colour: Ocean Creatures
100 Playstation Games To Play Before You Die

101 Places For Over 50s To Visit
Baby Journal
History of War Battle of the Bulge
Fitness Journal
History of Alchemy
Paint & Draw: Oils
Ultimate Travel Bucket List
World's Greatest Cities
All About History Assassinations
All About History Book of Ancient Egypt
All About History Native Americans
All About History Story of World War II
Best of Woman's Weekly Fiction
Everything You Need To Know About... The Tudors
Keto Comfort Food
Real Crime Book of Serial Killers
Start Sketching & Drawing Now
The Plant-Based Cookbook
Healing Yoga Manual
All About History Black America
Greatest Women In History
Black & White Photography Book
Classic Rock Special: Legends of the 60s
Classic Rock & Prog Present: Rush
Go Green
iPad For Beginners
Senior's Mindfulness
The Drones Book
The Justin Bieber Fanbook
Woman&Home Meat-Free Cookbook
World Cup Legends
The Bone Strength Plan
Greatest Women in History
The Story of Harry Styles
The Story of Harry Styles
Harry Styles Fanbook

2. Executive Leadership Team

Future's executive structure as of 18 March 2022 is detailed in the chart below.

