



Modern Slavery Statement 2019

At Inspiring Learning, we believe that our guests and employees should grow, learn and have fun together. The information below demonstrates our responsibilities to our employees, customers, contractors, suppliers and partners in working to achieve this.

Our Policies:

The following policies are in place and form a part of Inspiring Learning approach to the identification of modern slavery risks and describe the steps we will take to prevent slavery and human trafficking:

- **Anti-Slavery and Human Trafficking Policy**
We specify our expectations for all contractors, suppliers and other business partners including specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude.
- **Purchasing Policy**
Our purchasing policy requires all high risk suppliers, for example those sourcing their products from outside of the EU, to demonstrate that they use a Factory Auditing process.
- **Anti-Corruption & Open Door (Whistleblowing) policy**
We actively encourage all employees, customers and other business partners to report any concerns related to the direct activities or supply chains of Inspiring Learning, this includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of being victimised for doing so.

Other action that we are taking:

In addition to the policies above, the company continues to take a number of other steps to prevent slavery and human trafficking:

- To raise awareness amongst all our employees, both our anti-slavery & human trafficking and our Anti-Corruption & Open Door (Whistleblowing) policy are included as specific topics in the induction training for all employees.
- Supplier contracts (goods and services) include specific reference to the prevention of modern slavery and human trafficking.

Board Approval:

This statement has been approved by the Company's Board of Directors, who will review and update it annually. Next review will take place December 2021.

People Director's signature:

Stephen Watson
14 August 2019