



Modern Slavery Act 2015 Transparency Statement

Activate Learning fully supports the Modern Slavery Act 2015.

This statement sets out the steps that Activate Learning has taken during the previous financial year to ensure that slavery and human trafficking is not operating within either its own business or its supply chains.

This statement has been approved by the Executive Board.

Activate Learning has established a framework of policies and procedures which collectively detail the following:

Activate Learning supports and respects the protection of internationally proclaimed human rights.

Activate Learning is committed to making certain that it is not complicit in human rights abuses.

Activate Learning respects the rights of workers to join, form or not to join workers organisations including trades unions.

Activate Learning does not use forced or compulsory labour. Employment is voluntary.

Activate Learning complies with local minimum age laws and does not employ child labour.

Activate Learning is dedicated to maintaining workplaces that are free from discrimination or harassment based on race, colour, religion, creed, gender, sexual orientation, marital status and pregnancy, age, disability, or any other characteristic protected by applicable law.

Activate Learning provides employees with a safe and healthy workplace.

Activate Learning is committed to promoting environmental responsibility and encourages the development and application of environmentally friendly technologies.

Activate Learning prohibits corruption in all its forms, including extortion and bribery.

Activate Learning believes that freedom of expression is a fundamental human right.

Activate Learning provides a Whistleblower facility for all its staff via an anonymous third party telephone facility which enables all potential breaches of this Act to be reported without fear of sanction.

Activate Learning requires all employees and supply chain partners to adhere to these principles and to all other Activate Learning policies. Activate Learning will

confirm in writing with its suppliers that they comply fully with the Modern Slavery Act 2015.

Activate Learning continues to review its policies and processes in an effort to go beyond basic social and environmental regulations and to ensure the highest standards in its supply chain, as expected by our customers and the companies with which it works.