

## Modern Slavery Statement

### Introduction:

As a company dedicated to helping people improve their lives through learning, we want all individuals that our business impacts to have access to education and employment that helps to improve their circumstances. Modern slavery is contrary to our company values which are Visionary, Supportive, Innovative and Professional.

We are committed to preventing slavery and human trafficking in all our activities and supply chains. This Modern Slavery Statement sets out the steps that we take to ensure that slavery and human trafficking is not taking place in our business or supply chain.

### Organisational Structure and Supply Chains:

We expect all our suppliers to comply with our commitment to human rights and to uphold international standards relating to slavery and human trafficking.

We take steps to identify and mitigate the risks associated with modern slavery and human trafficking within our supply chains. These include:

- Conducting due diligence checks to confirm they have never been convicted of offences, adverse media coverage related to modern slavery or human trafficking.
- Ensuring that suppliers have a published modern slavery statement (if required by the Modern Slavery Act 2015)

### Training to raise awareness of Modern Slavery and Human Trafficking:

We provide information and guidance to staff members, training to our employees to raise awareness of modern slavery and human trafficking and to ensure that they understand their responsibilities in relation to these issues.

### Whistleblowing:

We have a whistleblowing policy (Public Interest Disclosure) published on our website that encourages all stakeholders to report any concerns about any wrongdoing. All reports are taken seriously and investigated thoroughly. We want stakeholders to feel confident in raising concerns and to “blow the whistle” about concerns and bad practice.


### Our Progress:


We are committed to continually improving our efforts to combat modern slavery and human trafficking. In the past year, we have continued to take the following steps:


- Due diligence on all our suppliers regardless of when we started working with them.
- Training provided to Simulaids members of staff.

We have received no reports of modern slavery or human trafficking in our business or supply chain.



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### **Conclusion:**

We are committed to preventing and addressing modern slavery and human trafficking in our business and supply chain. We will continue to monitor our suppliers and improve our policies and procedures to ensure that we are doing everything we can to combat this issue. We encourage our employees, suppliers, and stakeholders to work with us to achieve our goal of eradicating modern slavery and human trafficking.

### **Review:**

This statement shall be reviewed periodically by the Executive Team, or updated should there be any changes to legislation, regulation or custom and practice and presented to the Executive Team (or Advisory Board) for approval.

Ryan Young  
Managing Director

