

COGNITA MODERN SLAVERY STATEMENT 2022

INTRODUCTION FROM THE CHIEF EXECUTIVE OFFICER EUROPE

We are committed to practices that combat slavery and human trafficking. Cognita is a group of diverse yet connected schools spanning 16 countries. We employ over 15,000 teaching and support staff and educate more than 75,000 students. Cognita shares one common purpose: to create an inspiring world of education that builds self-belief and empowers individuals to succeed. Our culture of care centres on the safety and wellbeing of the children in our care and is at the heart of every Cognita school. This includes the security of our learning environments, the emotional wellbeing of our students, the rigorous vetting of our staff, and robust policies, procedures and training in child safeguarding. We also take a deliberate approach with our choice of suppliers to partner and work with. We are committed to acting ethically and with integrity in all our business relationships.

Michael J Drake

CEO Europe, Cognita

OUR ORGANISATION

Cognita is a global group of independent schools, operating in the United Kingdom by Cognita Schools Limited. Cognita Schools Limited has its head office in London, England, United Kingdom.

OUR SUPPLIES AND PARTNERS

We use third party suppliers for the provision of services including catering, transportation, waste disposal, recycling, cleaning, property fit out and maintenance services, as well as the supply of goods including office and stationery materials and IT equipment and technology.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

This policy sits alongside our existing Whistleblowing and Anti-Bribery and Corruption Policies.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risks in this area our dedicated procurement manager carefully reviews our choice of suppliers. These allow us to identify and assess potential risk areas in our supply chains; mitigate the risk of slavery and human trafficking and protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

To ensure those in our supply chain and contractors adhere to our values we require all our suppliers to sign our contracts which incorporate contractual terms that oblige all parties to comply with the Modern Slavery Act 2015 and any associated legislation.

PLANNED ACTIVITIES

We are currently working on our larger Environmental, Social and Governance goals, in which this statement as well as our work to tackle modern slavery and human trafficking in our business and supply chain will form part of.

We are considering programmes of training and ways in which we can raise awareness of modern slavery and human trafficking and our duty to mitigate these risks in our schools.

We are also looking into ways to better apply enhanced due diligence and risk checks on significant contracts that may be more at risk of modern slavery. In addition, we are working on a Code of Conduct and Ethics that will include a statement of behaviours, including a commitment to tackle modern slavery and human trafficking, which we expect of our suppliers and our staff members.

BOARD APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Cognita Schools Limited's slavery and human trafficking statement for the financial year ending 31 August 2022.

A handwritten signature in black ink, appearing to read 'M Drake', followed by a long horizontal line extending to the right.

Michael Drake

CEO Europe, Cognita

28 March 2023