Group Slavery and Human Trafficking Statement

Modern Slavery Act 2015

Introduction

This statement is made under section 54 (1) of the Modern Slavery Act 2015 ("MSA15"). It is made on behalf of Caribou Midco I Limited and TES Global Limited ("TES", "Us", "We", and "Our"), and is signed by our Chief Executive on behalf of the aforementioned companies. This constitutes our Group Modern Slavery and Human Trafficking Statement for the financial year ended 31 August 2023.

Overview

Our vision is to empower schools and enable great teaching worldwide, by creating intelligent online products and services to make the greatest difference in education.

TES provides digital solutions, globally, to help reduce administrative burden on schools and teachers; covering the recruitment, training, and management of staff, safeguarding compliance, and enhancing the ability to support and manage pupils. All our products and services are built with teachers' and schools' needs at the core, ensuring they are innovative, and trusted education solutions. We have over 13 million teachers in our online community and have working relationships with 25,000 schools in over 100 countries. TES is making a positive difference to millions of teachers, parents, and pupils across the world.

Policy Statement

We are committed to ensure no modern slavery or human trafficking within our supply chains. We operate employment policies and procedures to treat all our employees with dignity and respect, to reward them fairly for their work and not to exploit them. We comply with all applicable employment legislation, including laws relating to minimum wages and the working time directive. We only work with organisations that have a similar commitment and are not involved in modern slavery or human trafficking. While it is the obligation of third-party organisations to operate their own policies and procedures to achieve a similar commitment, we take reasonable steps to verify compliance where appropriate.

We are committed to promoting ethical business practices and have a variety of policies and procedures to promote our stance, including our Code of Business Ethics, Anti-Bribery policy, Fraud policy, and Whistle Blowing policy.

Services

The services we provide are predominantly from our offices or site-based at customers' premises. Most of our work is undertaken by TES staff. We believe there is a very low risk of our services being subject to slavery and/or human trafficking practices. Consequently, we have not identified a need to take any additional action with these relationships.

Most services supplied to TES are from suppliers based in the UK and we consider them to be very low risk areas of activity such as the provision of IT, distribution and marketing services. Given our assessment of the very low risk nature of these activities, we take no additional steps other than our usual supplier due diligence.

Goods

Most of the goods supplied to TES relate to the running of our offices, our IT network and the production of our products. We believe there is a very low risk that anyone providing us with these goods will be involved in slavery and/or human trafficking, so rely on our normal supplier due diligence during the approval or renewal processes.

Further steps

TES found no instances of modern slavery in our supply chains in 2022-23 and any matters that may be identified in our normal business practices will be addressed. The business will work to further raise awareness of modern slavery and human trafficking amongst our employees.

TES will continually monitor modern slavery and human trafficking risks within its business and will publish an updated statement on an annual basis.

This statement is approved by the Boards of Caribou Midco I Limited and TES Global Limited in relation to the financial period ended 31 August 2023, and signed on its behalf by:

Rod Williams

Chief Executive Officer, TES Global Limited and Caribou Midco I Limited (as the UK Parent Company for TES Group)

10 January 2024