Modern slavery and human trafficking statement

Scholastic has a zero-tolerance approach to modern slavery and human trafficking and is committed to acting ethically and with integrity in all business dealings and relationships. We expect the same standards from all organisations within our supply chain.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out Scholastic Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that as a Company it mitigates the risk of slavery and human trafficking not only within its own business but also its supply chains. The Company recognises its responsibility to take a proactive and robust approach in preventing slavery and human trafficking in its corporate activities. This statement relates to actions and activities during the financial year 1st June 2025 to 31st May 2026.

Scholastic publishes award-winning and bestselling children's books and teaching resources. We are the leading UK champion for reading and learning, providing children, parents and teachers with the best books, resources, access and motivation for success. Through Scholastic Book Clubs and Scholastic Book Fairs we bring children together, encouraging and supporting reading for pleasure at both home and in school. We are here to inspire readers and we give away thousands of free books to schools each year to enable them to fill their libraries and classrooms with books. We firmly believe access to books allows children to feel more optimistic and to see a world in which they can develop empathy skills, see their dreams and develop their thinking skills.

The organisation, alongside its supply chains, operates globally. Scholastic employs approximately 260 employees in the UK and Ireland. Due to the size of the business and operation, our suppliers are based in countries around the world including China, Singapore, Malaysia and Europe. These areas contribute to the highest proportion of suppliers based outside of the UK, which adds to the complexity of our supply chain.

The organisation is committed to preventing slavery and human trafficking in its corporate activities and its supply chains. Scholastic believes in the worth and dignity of each individual and pledges to uphold the basic freedoms of all individuals; and is unalterably opposed to any system of government or society that denies these freedoms. The organisation is committed to equality, diversity and inclusion and opposes unlawful discrimination on any protected characteristic.

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy:** The organisation encourages all its workers, customers and other business partners to report any concerns related to the

direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

- **Anti-Bribery policy**: The organisation is committed to the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. This policy outlines the Company's position on preventing and prohibiting bribery, in accordance with legislation. The Company will not tolerate any form of bribery by, or of, its employees, agents or consultants, or any person or body acting on its behalf or any supplier.
- **Equality, Diversity and Inclusion policy:** The policy applies to the process of recruitment and selection, promotion, training, conditions of work, pay and benefits and to every other aspect of employment, including general treatment at work. Scholastic is fully committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against its customers. The organisation also has mandatory Equality and Diversity Training for all staff.
- **Anti-Harassment/Bullying policy**: This policy strives to ensure that the work environment is free from harassment and bullying and that everyone is treated with dignity and respect, including suppliers and customers. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Agency Workers policy:** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. The organisation ensure wages for labour are paid in accordance with the national minimum wage requirements.
- **Recruitment and Selection policy:** The organisation treats all candidates equally, fairly and consistently at every stage of the recruitment process, as well as ensuring compliance with legal right to work legislation to safeguard against human trafficking of individuals being forced to work against their will. Hiring Managers and all employees are required to undertake Unconscious Bias training as a mandatory requirement.

Any concerns relating to modern slavery, human trafficking or breaches of the policies outlined in this statement should be reported directly to the HR Department. The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics and adhere to the Scholastic Supplier Code of Conduct Policy (https://www.scholastic.co.uk/supplier-code) as well as the Prelims Supplier Code of Conduct, which is a collaboration of leading publishers to drive social and environmental responsibility in the product supply chain.

Suppliers are required to demonstrate that they provide safe working conditions where they treat workers with dignity and respect and act ethically and within the law in their use of labour. Scholastic will wherever possible select suppliers who have adequate accreditations such as ICTI and SEDEX, especially in relation to our Print suppliers which are located all over the globe.

We recognise that the greatest risks of modern slavery within our operations arise in global manufacturing, printing and product supply chains, particularly in countries identified as higher risk through recognised industry risk assessment tools. We use risk-based due diligence and supplier assessments to identify and mitigate these risks.

The organisation works with suppliers to ensure that they meet the standards of the Act and improve their worker's working conditions. The organisation undertakes due diligence when considering taking on new suppliers and will carry out necessary risk assessments (Supplier Questionnaire) with a random selection of existing suppliers on a regular basis to ensure compliance with the Act and our Code of Practice. This random selection will cover suppliers in the UK and globally, however we will use the Book Chain Project Country Risk Tool that determines human rights risks at a country level and will audit suppliers which are based in the higher risk countries as priority. All suppliers are required to ensure compliance and agreement to our terms and conditions of supply and company policies.

All suppliers are required to adhere to the Supplier Code of Conduct Policy and Scholastic employees or their representatives may make unannounced inspections of supplier premises to ensure the requirements of the code are being met. Failure to adhere to the standards and compliance with our terms of agreement may result in contract termination depending on the severity of any breach. If a supplier is proposing to work with Scholastic, violation or non-compliance of the standards may result in elimination of consideration to undertake the supplier's service.

Modern Slavery Training for Managers responsible for the organisation's supply chain has been provided and the organisation has made it mandatory for all staff to undertake Modern Slavery Training to ensure that modern slavery is in the forefront of our minds and that our operations, processes and procedures are continuously monitored and reviewed. Our modern slavery training covers:

- How to assess the risk of slavery and human trafficking, including resources and support available;
- How to identify the signs of slavery and human trafficking;
- What initial steps should be taken if slavery or human trafficking is suspected;
- How to escalate potential slavery or human trafficking issues to the relevant parties;
- What external help is available, for example through the Modern Slavery Helpline and Gangmasters;
- What messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- What steps our organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from our supply chains.

Scholastic has raised awareness of modern slavery issues by putting up posters across the organisation's premises and will continue to raise awareness through mandatory training and regular compliance checks. We have also welcomed a guest speaker as part of our Education Speaker Programme to talk about Modern Slavery to our employees to further raise awareness.

As we develop our processes in relation to Modern Slavery, we will measure our effectiveness by reporting on the number of staff trained and the number of suppliers assessed. We will continue to monitor our areas of risk, as well as ensuring steps have been taken to manage that risk.

This statement has been approved by the organisation's Group Managing Director. The statement will be reviewed and updated annually.

Group Managing Director-UK, EMEA, and Asia-Pacific :

Signature: 

Group Managing Director-UK, EMEA, and Asia-Pacific:

Name: **Catherine Bell**

Date November 2026