Cognita Schools Limited

MODERN SLAVERY STATEMENT

2022 - 2023

COGNITA

1 Introduction from the Chief Executive Officer for 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 18,000 teaching and support staff and educate more than 90,000 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 Schools Limited

2 Our Organisation

Cognita is a global group of independent yet connected schools located in 16 countries and operating in the United Kingdom by Cognita Schools Limited ("Cognita UK"). Cognita has its head office in London, England, United Kingdom. While this Modern Slavery Statement is made in respect of Cognita UK, Cognita entities located in other jurisdictions follow relevant legal requirements in their respective jurisdiction.

3 Our Commitment

We recognise that modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Cognita has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships.

We are also committed to diversity, equal opportunities and social responsibility. We are committed to positively promoting global citizenship and preserving and promoting equal opportunities in all aspects of our business.

Consistent with disclosure obligations under the UK Modern Slavery Act 2015, Cognita UK is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards.

4 Cognita Organisational Structure

Our headquarters are based in London, United Kingdom and we have Chief Executive Officers in each region. Additionally, each region has a Director of Education and professional experts that ensure the standard of leadership and accountability is consistent worldwide.

Cognita's 'glocal' (i.e. global plus local) approach to its operations enables us to use the deep market and cultural understanding of our regional teams, ensuring that our offer is adjusted to meet the standards of local communities.

The Cognita Board provides ongoing scrutiny, challenge, and support to our leadership team. Three members of the Board form the Education and Safeguarding Advisory Committee, which is designed to ensure that the focus on safeguarding and education remains a constant priority.

Regional leadership staff ensure compliance with applicable reporting obligations and foster accountability and oversight of issues relating to modern slavery and human trafficking.

5 Suppliers 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.

When reviewing risk in our supply chain, we consider the types of goods and services that we procure and the location where we procure these from.

6 Supplier Adherence to our Values

To ensure those in our supply chain and contractors adhere to our values, we require all of 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.

7 Policies on Slavery and Human Trafficking

Cognita has Whistleblowing and Anti-Bribery and Corruption Policies that apply to our entire organisation. The Whistleblowing Policy seeks to promote a culture of open communication and encourages reporting of suspected wrongdoing. The Anti-Bribery and Corruption Policy indicates our zero-tolerance policy to bribery and corruption.

Cognita complies with all local labour regulations where we operate and ensures that our schools comply with international labour frameworks so that all of our workforce have the essential rights, which includes a living wage, prohibition on child labour, and occupational health and safety.

Cognita UK is committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Our Slavery and Human Trafficking Policy, in place since 2020 and reviewed annually, 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.

8 Due Diligence Processes for Slavery and Human Trafficking

As part of Cognita UK's 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 whistleblowers.

Some of the actions we take to identify and mitigate risks in our supply chains are as follows:

- ID and other documents: Cognita UK ensures that suppliers provide the necessary 'right to work' checks for all staff; and
- Training: Cognita UK provides managers with guidance on recruitment processes.

Additional actions we take to mitigate risks in general:

- Safe recruitment processes: All staff recruited to work for Cognita UK are subject to the rigorous recruitment procedures outlined in our Safer Recruitment Policy. Cognita UK undertakes all relevant statutory vetting checks including criminal record checks (DBS checks), barred list checks, and prohibition checks; and
- Living wage: Cognita UK is committed to paying the current living wage to all directly employed staff. We are also committed to paying the current living wage to all regular third party contracted staff, including cleaning services at our London office.

9 Steps Taken and Measuring Effectiveness

In 2022/2023, Cognita worked towards our larger Environmental, Social and Governance ("ESG") goals, in which this statement as well as our work to tackle modern slavery and human trafficking in our business and supply chain forms part of.

Cognita expects all staff to complete safeguarding and child protection training in line with Cognita's Safeguarding and Child Protection Policy. Such training contains information on modern slavery and human trafficking.

10 Planned Activities

Cognita plans to establish a formal ESG programme that will contain dedicated responsibilities and facilitate several sustainability initiatives throughout our schools worldwide.

Cognita UK is continuously refining programmes of training and the ways in which we can raise awareness of modern slavery and human trafficking and our duty to mitigate these risks in our schools. We continue to consider feasible ways to better apply enhanced due diligence and risk checks on significant contracts that may be more at risk of modern slavery.

11 Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Cognita's slavery and human trafficking statement for the financial year ending 31 August 2023.



Michael J Drake
CEO Europe, Cognita Schools Limited
20 November 2024

Cognita Schools Limited

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COGNITA

THRIVE IN A RAPIDLY EVOLVING WORLD