

Modern slavery and human trafficking statement

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 we mitigate 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 to slavery and human trafficking.

Scholastic publishes award-winning and best-selling children's books and teaching resources, as well as language-learning magazines for teens. 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, 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 build their libraries and classrooms and which allows children to feel more optimistic and to see a world in which they can see their dreams and develop their thinking skills.

The organisation alongside its supply chains operates across globally. Scholastic employs approximately 350 employees in the UK based around 11 sites. Due to the size of the business and operation our suppliers are based in countries around the world including China, Malaysia and Europe. These areas contribute to the highest proportion of suppliers based outside of the UK and 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 believe in the worth and dignity of each individual and pledge to uphold the basic freedoms of all individuals; and are unalterably opposed to any system of government or society that denies these freedoms. The organisation opposes discrimination of any kind on the basis of race, creed, colour, sex, age, or national origin.

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.
- **Equal Opportunities and Diversity 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.
- **Dignity at Work 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.

To report any disclosures where any of the above policies are not being adhered to please contact the Scholastic HR department on 01926 816278.

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 (<https://bookchainproject.com/media/documents/conduct.pdf>). 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.

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 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 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 suppliers' service.

Training for Managers responsible for the organisation's supply chain has been provided and covered:

- Background on the scope of the issue
- The legal requirements of the Modern Slavery Act
- Identifying slavery in the supply chain
- Examples of red flags
- The organisations internal reporting procedures

The training included a test which Managers had to successfully complete and pass. Scholastic has raised awareness of modern slavery issues by putting up posters across the organisation's premises and will continue to raise awareness through training and regular compliance checks. It is now also mandatory for all new Managers to undertake the training as part of the induction process as well as successfully completing and passing the test.

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 organisations of directors, who will review and update it annually.

Co- Group Director's signature:  Co-Group Director's signature: 

Co-Group Director's name: Catherine Bell Co-Group Director's name: Steve Thompson

February 2019

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