

## **INTRODUCTION FROM THE CHIEF EXECUTIVE OFFICER EUROPE**

*We are committed to continually improving our practices to combat slavery and human trafficking. Cognita is an extraordinary family of diverse yet connected schools spanning eight countries. With 77 schools in Europe, Latin America and Asia, we employ 7,600 teaching and support staff in the care and education of more than 54,000 students. Cognita shares one common purpose: to create an inspiring world of education that builds self-belief and empowers individuals to succeed. Our uncompromising culture of care ensures the safety and wellbeing of all children 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 take the same rigorous 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.*



**Name: Stuart Rolland**

Position: CEO Europe, Cognita

## **ORGANISATION'S STRUCTURE**

Cognita is a global group of independent schools, operated in the United Kingdom by Cognita Schools Limited. Cognita Schools Limited has its head office in Milton Keynes, United Kingdom. Cognita employs more than 7,600 teachers and professional staff in over 77 schools worldwide. Cognita also employs staff at its UK head office and regional offices in Europe, Latin America and Asia. For further information about our organisation, please see [About Us](#).

## **OUR SUPPLY CHAINS**

Our supply chains include: office services (including waste disposal and recycling), catering, transport providers, office and stationary materials, cleaning services and IT and technology.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

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

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk our dedicated procurement managers carefully review our choice of suppliers. At the Group level we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Our revised focus is to look to apply these systems at the School level. 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 the risks in our schools.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we require all our suppliers to sign our contracts and agreement which incorporate compliance with the Modern Slavery Act 2015.

## **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 2019.



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Date: