

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 10 countries. With 83 schools in Europe, Latin America, Asia and the Middle East, we employ over 7,500 teaching and support staff in the care and education of more than 55,000 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.



Stuart Rolland

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 London, England, United Kingdom. Cognita employs more than 7,500 teachers and professional staff in 83 schools worldwide. Cognita also employs staff at its UK head office and regional offices in Europe, Latin America, Asia and the Middle East.

OUR SUPPLY CHAINS

We use third party suppliers for the provision of services including catering, transportation, waste disposal, recycling, cleaning, as well as the supply of goods including office and stationery materials and IT equipment 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.

This policy sits alongside our existing Whistleblowing and Anti-Bribery and Corruption Policies.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risks 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; and
- 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 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 31 August 2020.

A handwritten signature in black ink, appearing to read 'C H C R', is positioned above the name and title of the signatory.

Name: Stuart Rolland

Position: CEO Europe, Cognita

Date: 26 March 2021