

## MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2023

Learning Technologies Group plc (“LTG” or “we”) takes a zero tolerance approach to modern slavery and human trafficking. We strive to act with integrity and transparency in all business dealings and to put in place effective systems and controls to safeguard against any form of modern slavery, servitude, forced or compulsory labour or human trafficking taking place in our own business and in our supply chain. In addition to this Modern Slavery Statement we have implemented a Business Ethics, Anti-Corruption and Anti-Bribery Policy for which we require annual related staff training. We have established an Environmental, Social and Governance Committee that oversees and co-ordinates ESG initiatives and communicates best practice and our achievements across the group.

## ORGANISATION'S STRUCTURE

We are a global group of companies in the e-learning and talent management technology sector, spanning 35 countries across Europe, Asia-Pacific, the Middle East and the Americas. LTG is an AIM listed company with its head office in London. It is the parent company of the global group with over 5,000 employees calling LTG their employer of choice. More information on our corporate governance practises is available on our corporate website ([www.ltgplc.com](http://www.ltgplc.com)).

## OUR SUPPLIERS

Being a technology company, LTG’s supply chain is very short. We consider ourselves to be relatively low risk in relation to modern slavery given the services and products we provide and the type of suppliers we use. We place the utmost value on supporting the principles that are outlined in the Modern Slavery Act 2015. Where we do need the assistance or resources of external suppliers, we operate a purchasing policy in our business and conduct due diligence on our key suppliers prior to any engagement. We have a zero tolerance policy regarding slavery in any of its forms and human trafficking and look to ensure these activities are not taking place in our own business as well as in any part of our supply chain. We may also require our partners and suppliers to review and/or accept our Business Ethics, Anti-Corruption and Anti-Bribery Policy, Sustainable Procurement Policy Statement, and/or our Code of Conduct. We have updated a substantial number of our relevant company standard terms and conditions schedules with related contractual obligations.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place policies and systems to:

- Identify and assess as well as monitor and mitigate potential risk areas in our supply chains;
- Educate and mitigate the risk of slavery and human trafficking occurring in our supply chains, through staff awareness training and the implementation of supplier codes of conduct;
- Protect whistleblowers and investigate reports of Modern Slavery (including a confidential whistleblowing portal for employees); and,
- Monitor potential risk areas in our supply chains.

**OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We encourage all staff and suppliers to inform us of any concerns that modern slavery practices may have been identified. Our Legal Department raises awareness of the issue of modern slavery and how we can address it on a regular basis. In addition, we align with principles of responsible sourcing, including adhering to the prevailing minimum wage standards applicable within our employee’s relevant country of operation.

This Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Group’s slavery and human trafficking statement for the financial year ending 31 December 2023.



Signature: .....

**Jonathan Satchell**  
**Chief Executive, Learning Technologies Group Plc**

**Approved by the Board of Directors 26 April 2024**

**Version 2023**