



**Academia Ltd**

**Modern Slavery  
Compliance Statement**

## **Organisation's Structure**

Academia Ltd is a technology group specialising in supplying software, hardware, managed services and training solutions to Education, Government, Not-for-Profit, Business, Pro Media and Employee Benefits markets.

Academia Ltd has an annual turnover of £60m.

## **Our Supply Chains**

Academia maintains a large and complex supply chain that in the first instance comprises distributors or authorised suppliers of Vendors products to the UK. Any policies that apply to Academia are checked through the process of self certification with our supply chain; this is required to meet our contractual obligations to our customers. In the event a specific obligation is needed to be met, we will undertake specific surveys or assessment to the extent required by law.

## **Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that both our business and supply chains are hold accountable and comply with the Modern Slavery Act 2015. We recognise issues associated with modern slavery and do not tolerate slavery and/or human trafficking within any part of the business. We are making sure that our Policies reflect our commitment to act with integrity responsibly and ethically to ensure that slavery and human trafficking is not taking place within our business, supply chains and customers. Key personnel within the business including directors are receiving training to ensure all the risks involved with modern slavery and human trafficking training.

## **Due Diligence Process**

Academia allows self-certification of our distribution partners and UK based vendors of Hardware and Software for supply of the same to UK based customers. We conduct a careful assessment of prospective new supply chain partners to ensure that they meet our obligations of supply to our customers and any requirement held in UK Law, and will conduct a detailed assessment of any supply chain provider where any information has been received that leads us to believe that their continued compliance is in question.

We have in place systems to encourage the reporting of concerns and the protection of whistle blowers; we accept anonymous information from any third party which will trigger a detailed investigation of the supply chain member concerned. These procedures also apply to our own company, and any office or function within the company.



This statement of compliance 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 current financial year.

Version 1.1 – Current to June 30<sup>th</sup> 2020

