

## 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.

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

We are committed to ensuring that both our business and supply chains are held accountable to, and comply with, the Modern Slavery Act 2015. We recognise the issues and risks associated with modern slavery and do not tolerate slavery and/or human trafficking within any part of the business or our supply chain. We make sure our policies reflect our commitment to act responsibly and ethically to ensure that slavery and human trafficking is not taking place within our business, supply chains and customers.

### **Our Supply Chains**

Academia maintains a large and complex supply chain which is comprised of distributors or authorised suppliers of vendor 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.

### **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 legislation.

Our assessment includes, but is not limited to:

- The organisation's structure, its supply chains and business
- Policies relating to slavery and human trafficking
- Due diligence processes relating to slavery and human trafficking throughout its business and supply chains
- The effectiveness in ensuring that slavery in human trafficking is not taking place in its business or supply chains
- Training about slavery and human trafficking available to its staff

We will conduct a detailed assessment of any supply chain provider where any information has been received which 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.

### **Staff Training**

Key personnel within the business including directors have received training which covers all the risks involved with modern slavery and human trafficking.

All our staff receive training in identifying signs of modern slavery when liaising with suppliers and distributors throughout our supply chains.

In-depth training takes place during onboarding and refresher training takes place on an annual basis. Should an employee change job role or receive a promotion, they will receive bespoke modern slavery training adapted to their new roles and responsibilities.

There have been no instances of modern slavery recorded in our company.

In exceptional cases where we may employ or contract staff from third parties, we conduct rigorous checks to ensure there are no risks of modern slavery and/or trafficking

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.

This statement is current up to June 31st 2021.

Mark McCormack  
Chief Commercial Officer

