

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 our business and supply chain 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 ensure our policies reflect our commitment to act responsibly and ethically to ensure that slavery and human trafficking is not occurring 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. Since 2016, we have reviewed our existing supply chains to ensure their compliance with the Modern Slavery Act 2015. This has been undertaken through the assessment of information from suppliers, both at contract award and on an ongoing basis.

Any policies that apply to Academia are checked through the process of self-certification with our supply chain. In the event a specific customer 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, supply chains and business.
- Policies relating to slavery and human trafficking.
- Due diligence processes relating to slavery and human trafficking throughout the business and supply chains.
- The effectiveness in ensuring that slavery in human trafficking is not taking place in our business or supply chains.
- Risk assessment and management.
- Training regarding anti-slavery and human trafficking being available to our employees.

Key Performance Indicators

We are designing a set of measurable Key Performance Indicators which will support our internal governance processes, employee training needs and supply chain assessment. These will include:

- Modern Slavery Training - completion and successful assessment of learning.
- Verification Checks – potential risks identified, assessed and mitigated.
- Supplier Audits – regular due diligence undertaken.

The results of the Key Performance Indicators will be reported to the Board of Directors each quarter.

Employee Training

Key employees within the business have received training covering the risks involved with modern slavery and human trafficking.

Our employees receive training in identifying signs of modern slavery when liaising with customers, suppliers and distributors throughout our supply chains.

Training takes place during onboarding and refresher training is delivered as required. Should an employee's job role change, they will be required to complete modern slavery training adapted to their new 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 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year ending 30th June 2022.



Mark McCormack
Chief Commercial Officer