

Modern Slavery Statement

Empowering Learning Group

Financial Year: FYE2024

This Modern Slavery Statement is issued under the Modern Slavery Act and outlines the steps Empowering Learning Group has taken to understand, mitigate, and address the risks of modern slavery and human trafficking within its operations and supply chains. It demonstrates our commitment to ethical practices and our dedication to safeguarding human rights in all aspects of our business.

About Our Business and Supply Chains

Empowering Learning Group encompasses four subsidiaries:

- Empowering Learning
- TimePlan Education Group
- Team Teach Limited
- Team Teach APAC

We operate primarily in the United Kingdom, with an international presence in Australia and Canada. Our primary sectors include education, and health & social care, supported by a supply chain that includes services such as candidate payroll outsourced to QX Global, based in India.

We define modern slavery to include:

- Human trafficking
- Forced labour under threat of harm
- Exploitation through control, abuse, or coercion
- Dehumanisation and treatment as a commodity
- Restrictions on freedom of movement

Our Group remains resolute in its commitment to eradicating modern slavery from its operations and supply chain.

Our Commitment

We maintain a **zero-tolerance policy** toward modern slavery and human trafficking. Our actions include:

- Refusing to engage with or discontinuing relationships with any organisation we are aware of becoming involved in slavery or human trafficking.
- Ensuring compliance with employment legislation in all jurisdictions where we operate, including the UK, Australia, and Canada.

Additionally, we do not offer zero-hour contracts, ensuring fair and transparent employment terms for all staff, including part-time and fixed-term employees.

Policies and Processes

To safeguard against modern slavery, we have implemented the following:

- **Robust Recruitment Policies:** Ensuring all prospective employees have legal work entitlements and are subject to rigorous background checks, including DBS where applicable.
- **Whistleblowing Policy:** Providing a safe and anonymous channel for employees to report concerns about unethical practices.
- **Comprehensive Contract Clauses:** Including provisions allowing for termination of employment in cases of reputational damage or breach of the Modern Slavery Act.

Risk Assessment and Due Diligence

While we assess our business to have a **low risk** of modern slavery, we recognise the need for vigilance, particularly in our supply chains. To address this:

- We maintain an up-to-date and accurate supplier list.
- We respond promptly to any concerns raised through whistleblowing channels or other reports.
- We acknowledge that due diligence should not be limited to modern slavery practices but should include other forms of exploitation such as sexual harassment, wage theft, and denial of trade union rights.

To date, no instances of modern slavery have been reported within our operations or supply chains.

Training and Awareness

We emphasise the importance of awareness and compliance through structured induction programmes that introduce all employees to our ethical policies and standards.

Transparency and Accountability

This statement is reviewed annually by the Board of Directors to ensure it reflects our evolving approach to tackling modern slavery. It is made publicly available on our website and is accessible to employees through our staff intranet alongside other company policies.

Approved by:



James Webber
Chief Financial Officer, Empowering Learning Group