

## MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2021

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 in order to safeguard against any form of modern slavery 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 and related staff training, and 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 group of companies in the e-learning and talent management technology sector, with group companies in 34 countries across Europe, the United States, Asia-Pacific and South America. LTG, an AIM listed company, is the parent company of the group with our head office based in London, UK. Our group employs over 5,000 employees worldwide. More information on our corporate governance practises is available on our corporate website ([www.ltgplc.com](http://www.ltgplc.com)).

## OUR BUSINESS

While each of our group companies and their brands are in the e-learning and talent management technology sector, they each have a different specialism:

### *Content and Services division:*

- GP Strategies - learning services and workforce transformation
- LEO Learning - interactive learning solutions
- LEO GRC - compliance training
- PRELOADED - software games for learning
- PDT Global - diversity and inclusion training consultancy
- Affirmity - workplace diversity compliance and training

### *Software and Platforms division:*

- PeopleFluent - talent management and learning
- Gomo - software and authoring tools
- Rustici Software - e-learning standards
- Watershed - learning analytics
- VectorVMS - vendor management solutions
- Breezy HR - talent acquisition
- Instilled - learning experience
- Open LMS - learning and performance
- Bridge- learning and performance

## OUR SUPPLIERS

Being a technology company, LTG's supply chain is very short and while 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 have the utmost value and support of 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 some of our key suppliers prior to any engagement. We have a zero tolerance to slavery and human trafficking and 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 Code of Conduct and 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 potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains, which includes staff awareness training and the implementation of supplier codes of conduct;
- Protect whistleblowers and investigate reports of Modern Slavery (including a confidential whistleblowing helpline for employees provided by Safecall); 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. In addition, our Legal Department raises awareness of the issue of modern slavery and how we can address it on a regular basis. In addition, we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations.

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 2021.



Signature:

**Jonathan Satchell**

**CEO, Learning Technologies Group Plc**