

## Anti-slavery and human trafficking statement:

### Organisation and structure and business

OxEd and Assessment Limited is a University of Oxford spin-out company. We are a science-based company and we seek to maintain high scientific and ethical standards. The company's mission is to develop high-quality, science-based assessments and interventions to improve children's educational outcomes. A particular focus is on helping children with difficulties in mastering key skills such as language, literacy and numeracy

### Our supply chains

The majority of the companies we work with directly are located in the UK but supply chains for hardware and software extend globally. Our suppliers include service providers, hardware manufacturers and software houses. We are confident that our major suppliers are committed to eliminating modern slavery in their supply chains and take proactive steps to do so.

### Mitigating risks of slavery and human trafficking

Due diligence processes considered for our supply chains are as follows:

- Employees – will take all reasonable care to ensure the prevention, detection and reporting of modern slavery in any part of the company's business or supply chains, whether in the UK or abroad.
- Management - at all levels are responsible for ensuring those reporting to them understand and comply with this policy.
- Supplier Awareness – we communicate our policy on anti-slavery and human trafficking to suppliers.
- Staff Awareness - To ensure a high level of understanding of the risks of modern slavery in our supply chains and business, we include our policy and expectations for detecting and reporting modern slavery in our staff on-boarding process.
- Process - on-boarding new suppliers includes requesting, where appropriate, confirmation that they have an anti-slavery and human trafficking policy and informing them that we will not knowingly do business with any company that is involved with modern slavery.

### Continual improvement

We strive for continual improvements within our organisation. We are developing new policies and procedures written with the aim of applying to become B Corp certified later in 2022 (<https://bcorporation.uk/>).

### Anti-slavery and human trafficking

'Modern Slavery' is the use of slavery, servitude and forced, compulsory, trafficked or child labour. Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the Act) and has no place in our business. OxEd and Assessment Limited are committed to preventing the exploitation of individuals and all opportunities for modern slavery within its business or supply chain.

We aim to run our business responsibly which includes our support for developing awareness of ethical principles and practices related to the prevention of the exploitation and abuse associated with modern slavery and human trafficking.

We will not support or do business knowingly with organisations involved in modern slavery and human trafficking.

Charles Hulme

Founder and CEO, OxEd and Assessment