

## **MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2019**

Learning Technologies Group Plc (“LTG” or “we”) are committed to acting ethically and to improving our practices to combat slavery and human trafficking in the market place. 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 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 are currently in the process of centralizing our Corporate Social Responsibility efforts within our organisation to further emphasise our desire to do business ethically and responsibly.

### **ORGANISATION'S STRUCTURE**

We are a group of companies in the e-learning and talent management technology sector, with group companies in the US, Canada, UK, Germany, and Asia. LTG, an AIM listed company, is the parent company of the group. Our group employs over 800 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 is in the e-learning and talent management technology sector, they each have a different specialism: LEO for interactive learning solutions, gomo for software and authoring tools, Preloaded for software games for learning, Eukleia for compliance training, Rustici Software for e-learning standards, PeopleFluent for talent management and learning, Affirmity for workplace diversity compliance, Watershed for learning analytics, and Vector VMS for vendor management solutions.

### **OUR SUPPLIERS**

Being a technology company, LTG’s supply chain is very short. 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. This may include carrying out online searches. We may also require our partners and suppliers to review and/or accept our Business Ethics, Anti-Corruption and Anti-Bribery Policy, 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 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 may include staff awareness training and the implementation of supplier codes of conduct.
- 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.

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 2019.

A handwritten signature in purple ink, appearing to read 'Jonathan Satchell', with a horizontal line underneath the name.

Jonathan Satchell, *CEO*