

Modern Slavery Statement

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes Iconis Learnings' anti-slavery and human trafficking statement for the financial year 2021/22.

Iconis Learning are committed to acting ethically and with integrity in all its business dealings. As part of this commitment, we continue to develop and implement robust systems and controls to mitigate the risk of modern slavery anywhere within our business operations or business relationships.

We recognise that in order to fully deliver on this commitment, we must continue to strive for improvement in all our processes. In 2020/21 we faced an unprecedented time in relation to the Covid-19 global pandemic; it was therefore important that we considered the key impacts the pandemic had on Modern Slavery and the subsequent impact to our business and supply chain.

All those with whom we do business are expected to follow the highest ethical principles. At Iconis Learning, we expect all our business partners, associates, suppliers and clients to have robust processes in place to eliminate the risk of modern slavery occurring in their organisations. This has resulted in strengthened internal due diligence and other processes designed to allow us to monitor and work closely with our supply chain partners to achieve this aim.

Iconis Learnings commitment to combatting modern slavery are supported by our core values:

- Transparent: honesty first
- Supportive: of the individual, the team and organisation
- Expertise: prepped and professional
- Collaborative: trusted partner working with you
- Client focused: great listeners who understand
- Engaging: development must be enjoyable

Our new Modern Slavery Statement develops these themes and sets out SSR's detailed and strong ambition to prevent modern slavery from occurring anywhere within our organisation or in our wider business relationships.