

Modern Slavery & Human Trafficking Statement 2023 - 2024

This Modern Slavery and Human Tracking Statement relates to actions and activities during the financial year 1st October 2023 - 30th September 2024 .

This statement sets down our commitment to preventing slavery and human tracking in our own business and supply chains, and to act ethically in our business relationships.

Organisational Structure and Supply Chains

1. This statement covers the business activities of Synergy Learning, namely delivering learning technology services to a global customer base.
2. Services are mainly delivered from Northern Ireland with additional resources located in Austria, Germany, the UK and Ireland.
3. We obtain goods and services from the following countries: Australia, Austria, Canada, Czech Republic, Denmark, UK, Germany, Republic of Ireland, Switzerland, The Netherlands, UAE, USA and Cyprus.

Training

4. To ensure a good understanding of the risks of modern slavery and human tracking in our business and supply chains, we require all 1Team to complete an online training course during onboarding.
5. We all have a duty to be alert to risks, however small. You are expected to report your concerns to Management or People Circle so that we can act upon them.

Policies

6. The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and tracking in our operations:
 - a. **Whistle-blowing Policy:** We encourage all 1Team, customers and other business partners to report any concerns related to its direct activities or its supply chains.
 - b. **Corporate Social Responsibility (CSR) & Giving Back Policy:** Our CSR/Giving Back Policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Tracking

7. We undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers.
8. Our due diligence process includes:
 - a. Building long-standing relationships with suppliers
 - b. Making our expectations clear to business partners
 - c. Evaluating the modern slavery and human tracking risks of each new supplier
 - d. Invoking sanctions against suppliers that fail to improve their performance in-line with an action plan provided by us, including the termination of the business relationship.

Monitoring and Review

9. This statement will be regularly reviewed (at least annually in January) and updated as necessary.

10. Our Senior Management Team endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Tracking Statement has been approved and authorised by:

Name: Roy Kerley

Position: CEO

Signature:

A handwritten signature in black ink, appearing to read 'Roy Kerley', enclosed within a thin black rectangular border.

Date: 20/03/2024