

## **1: Opening statement**

Insights is committed to preventing acts of modern slavery and human trafficking within its business and supply chain. We are publishing this statement in accordance with the Modern Slavery Act 2015.

Insights is a global provider of learning & development products and services. We recognise that modern slavery and human trafficking are crimes that transcend borders, and which can take place anywhere across the globe.

Insights condemns Modern Slavery and Human Trafficking in all its forms, and we are committed doing what we can to eliminate Modern Slavery and Human trafficking within our supply chain.

## **2: Structure of the organisation**

Insights Learning & Development Limited (“Insights”) is registered in Scotland as company number SC107074, with its registered office at Terra Nova, 3 Explorer Road, Dundee, DD2 1EG. Our main operations are located in the UK, Europe and North America. We employ over 500 members of staff globally and had a global annual turnover of over £36 million for the year ending 31 December 2022.

We have a range of tangible materials which support the services we provide to our customers. Most of these materials are printed books and reports which are manufactured predominantly in-house, or by trusted third party printers.

## **3: Due diligence**

We are continuing to gather information from our suppliers regarding the steps taken to reduce modern slavery and human trafficking in our supply chain and we intend to undertake audits in relation to suppliers who we see as ‘high risk’.

## **4: Risk and compliance**

Our supply chains are relatively simple, and most of our products are manufactured in jurisdictions with relatively high labour law standards, such as in the UK, Europe and the USA. We do not consider that we operate in a high-risk sector for human trafficking and modern slavery; however, we do recognise that a small portion of the tangible materials we provide in connection with our services, or use as promotional items, will originate from parts of the world where there is a higher risk of human trafficking and modern slavery.

Where we identify potential risks, we will work directly with our suppliers to reduce and eliminate that risk. We will assess our supply chain on an annual basis and investigate any failures we see with our suppliers or their supply chains.

If we find evidence of non-compliance with the principles of the Modern Slavery Act 2015 in relation to our suppliers, we will take action to ensure such supplier remedies such non-compliance, where possible, or else we will terminate the relationship with that supplier.

## **5: Training**

We do not currently provide training to our staff regarding modern slavery and human trafficking, but this is something we are planning to roll out as our business expands into new markets. As part of our supply chain review, we will assess our staff training needs and update staff training programmes accordingly.

## **6: Further actions and sign-off**

Following the review of our operations, we intend to take the following further steps to tackle slavery and human trafficking:

- Introducing training, where appropriate, to educate staff in relation to modern slavery and human trafficking with a view to equipping them to identify the signs of modern slavery and to act appropriately where it is discovered.
- As part of annual audit all our “high risk” suppliers will be required to confirm to Insights how they source their products and materials, and what steps they take to identify and mitigate modern slavery and human trafficking risks in their own operations and supply chains.
- Introduce a modern slavery and human trafficking policy that all staff in our organisation will have to adhere to.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Insights’ slavery and human trafficking statement for the year commencing 1 January 2023.

This statement was approved by the Directors of Insights Learning & Development Limited.

**Jackie Kipps**

Finance & Corporate Services Director