

Modern Slavery Statement

Date of Review	15/09/2025
Next Review Date	15/09/2026
Review Cycle	At least annually
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Statement

This statement has been published in accordance with the Modern Slavery Act 2015.

It sets out the steps educationRnR Limited ("educationRnR") has taken to prevent modern slavery and human trafficking in our business and supply chains.

This statement is made as part of educationRnR's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how educationRnR operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

About us

educationRnR is a recruitment business, that supplies recruitment services within the education sector. educationRnR is committed to eliminating modern slavery, human trafficking, forced labour and similar human rights abuses.

educationRnR is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour and similar human rights abuses.

We are proud of our strength and commitment to compliance.

Policies

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff where relevant.

Our Modern Slavery Policy reflects our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our business and supply chains. The Policy sets out our zero-tolerance approach to modern slavery and human trafficking. Every member of staff is expected to comply with the policy which includes raising any concerns and using the appropriate reporting channels at the earliest possible stage.

We operate a Whistleblowing Policy that encourages all staff to report any wrongdoing. Reports surrounding these issues are taken extremely seriously by our board of directors who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to; working with the appropriate organisations to improve standards, removing that organisation from our preferred supplier list, passing details to appropriate law enforcement bodies.

Supplier Code of Conduct

We expect our suppliers to agree and adhere to our ethical standards for conducting business. These standards require suppliers to:

- not hold any person in slavery or servitude or require a person to perform any form of forced or compulsory labour;
- not arrange or facilitate the trafficking of any persons;
- not purchase materials or services from companies who use involuntary labour or participate in human trafficking;
- treat and reward employees equally on the basis of the characteristics of their work and the intensity of their effort;
- provide safe, hygienic, and healthy working environments for their employees;
- provide, as a minimum, rates of pay at the national minimum wage; and
- act in accordance with applicable national and regional laws and regulations at all times

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff where relevant.

Due Diligence

We have in place systems to:

- identify and assess potential risk areas in our supply chains;
- audit existing and prospective suppliers;
- mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- protect whistleblowers.

Compliance

We have HR and Legal teams dedicated to ensuring compliance with law, policy and process throughout our business. We review our policies and procedures on a regular basis to ensure ongoing compliance.