



## 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 and development products and services. We recognise that modern slavery and human trafficking are crimes that not only affect the UK but are prevalent globally.

Insights takes a zero-tolerance approach to such crimes and we are committed to doing what we can to eliminate modern slavery and human trafficking.

## 2. Structure of the organisation

Insights Learning & Development Limited (“ILD”) is registered in Scotland as company number SC107074, with its registered office at Terra Nova, 3 Explorer Road, Dundee, DD2 1EG. References in this Statement to “Insights” includes all of the subsidiaries and joint venture companies of ILD around the world.

Our main operations are located in the European Union and North America. We employ around 500 people globally.

Insights had a global annual turnover of £53,508,472 in the year ended 31 March 2018. Insights sells a mixture of products and services. Most of our goods for sale are printed books and reports, which are manufactured either in-house, or by printers located in either the EU or the USA.

# Modern slavery and human trafficking statement



## 3. Due diligence

Insights is in the process of gathering information from our suppliers regarding the steps taken to reduce modern slavery and human trafficking in their supply chain. The due diligence questions we will ask our suppliers will centre around the following:

- What staff training does the supplier perform?
- How does the supplier source supplies and contract labour?
- Does the supplier audit their own suppliers for human trafficking and modern slavery compliance?
- Is the supplier familiar with modern slavery and human trafficking legislation?

## 4. Risk and compliance

We do not consider that we operate in a high-risk sector for human trafficking and modern slavery. 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 EU and the USA. However, we do recognise that a small portion of the products we sell or use as promotional items will originate from parts of the world that are at higher risk of human trafficking and modern slavery.

Where we identify potential risks, we will work directly with our suppliers to reduce and eliminate the 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, we will seek immediate compliance or else terminate the relationship with that supplier.

## 5. Training

We do not currently provide training to our staff regarding modern slavery and human trafficking. 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 modern slavery and human trafficking:

- Introduce training where appropriate to enable staff to identify and act on signs of modern slavery and human trafficking within our supply chains
- Create annual questionnaires for all our suppliers to explain to Insights how they source their products, 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' modern slavery and human trafficking statement for the financial year commencing 1 April 2019 and ending 31 March 2020.

This statement was approved by the Directors of Insights Learning & Development Limited on 1 April 2019.

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Jackie Kipps

Finance and Corporate Services Director