



# ASHRIDGE HOUSE

## MODERN SLAVERY AND CHILD LABOUR STATEMENT

### I. INTRODUCTION

EF Corporate Education Ltd, trading as “Ashridge House” (hereinafter together “**Ashridge House**”) is committed to respecting, protecting and championing the human rights of all who come into contact with our operations, including employees, customers, and local communities. We accept our responsibility to support transparency; to find and resolve problems; to regularly review our business practices; and to collaborate with others to protect the rights of workers.

We acknowledge our responsibility to promote transparency, identify and address risks, regularly review our practices, and collaborate with stakeholders to uphold and advance the rights of workers across our operations and supply chains.

This statement summarises Ashridge House’s current approach to modern slavery and child labour and the overall commitment to protect human rights.

### II. ABOUT US

Ashridge House is part of EF Education First, the world’s largest privately held education company. We support organizations with today’s most pressing business and leadership challenges.

### III. EFFORTS ON HUMAN RIGHTS AND MODERN SLAVERY

Our human rights policy is informed by the UN Guiding Principles on Business and Human Rights and applies to all of our employees, contractors and suppliers. We have been working to integrate human rights into existing policies, systems, and practices.

We consult with advisors and relevant bodies to understand and respond to current and emerging human rights issues. Our human rights approach focuses on the following key areas:

#### **Security**

We aim to keep employees, contractors, and facilities safe, while respecting the human rights and security of local communities. We conduct annual risk assessments in our relevant operations and provide training to employees involved.

#### **Labour rights**

The UN Global Compact details labour rights within its principles. We apply the core International Labour Organisation conventions on workers’ rights and respond to current and emerging issues on the implementation of the Global Compact principles. We are committed to ensuring fair treatment, freedom of association, and safe working conditions across all operations and within our supply chain



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## Child labour

We are firmly committed to eradicating child, forced, or compulsory labour from all aspects of our operations and supply chain. We do not condone or tolerate the use of child, forced, or compulsory labour in any form. All suppliers must comply with International Labour Organization's standards, including:

- a) Prohibiting the recruitment of anyone below the age of 15 or before completion of compulsory school (whichever is higher);
- b) Ensuring that individuals under 18 are not engaged on hazardous work or tasks that risk their health, safety and development

## Supply chain

Our EF Supplier Principles set expectations on labour conditions, business ethics, health, safety, and social performance. We are strengthening our due diligence process to ensure suppliers uphold these standards.

Qualitative target: By 2030, we aim to strengthen our internal audit processes across operations, placing greater emphasis on identifying and addressing potential human rights and labour-related risks.

## Expanding Audit Scope

We are currently working to expand the scope of our internal audits to explicitly assess compliance with the UK Modern Slavery Act and similar frameworks in other jurisdictions. This will allow us to proactively identify and address any human rights risks across our operations and supply chain.

## IV. ON THE AGENDA

We recognise that the fight against modern slavery and child labour is a continuous effort. As global conditions evolve, so must our approach. We are committed to:

- a) Regularly reviewing and enhancing our internal practices and supplier oversight mechanisms;
- b) Increasing transparency and accountability in our reporting;
- c) Meeting our stated objectives and continuously seeking opportunities to do more.

Ashridge House remains committed to ensuring our operations and supply chains are free from modern slavery and child labour, and to upholding the rights and dignity of all individuals we work with.