

MODERN SLAVERY RISK ASSESSMENT SUMMARY

Approach

We have summarised below the process used by Wearewiser (“**Wiser**”) to assess the potential risks of modern slavery in our supply chain and to set priorities for our further engagement, to help drive awareness and address potential exploitative employment practices.

We have used available internal resources and external published sources to inform our assessment approach.

Definition

Modern Slavery is an umbrella term.

For Wiser, it encompasses the risks posed by:

- forced labour,
- prison labour,
- indentured labour,
- bonded labour,
- debt servitude,
- state imposed forced labour;
- human trafficking

Modern Slavery may also be associated with the worst forms of child labour.

Supply Chain

As an employer branding and early careers specialist, the majority of our business relationships arise from service suppliers. We have reviewed the core suppliers and considered the associated risk to be negligible – our suppliers are either international companies with defined Modern Slavery Policies in line with the Modern Slavery Act 2015 or are sole traders.

Our Commitment

Wiser is committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains.

Wiser expects the same high standards from all of our employees, suppliers and other business partners, and we are constantly evolving and updating our processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

Examples of this include:

- expanding, explaining and training our employees on our employee code of conduct, our anti-discrimination, anti-bullying and anti-harassment guidelines, our gifts and anti-bribery guidelines, and our whistleblowing guidelines;
- introducing a Code of Conduct to ensure all of our suppliers comply with all local laws, adhering to best standards in terms of health and safety, avoiding corruption and bribery of any kind, not employing children, avoiding any form of forced, bonded or compulsory labour;

We expect our suppliers to hold their own suppliers to the same high standards and review our supply chain on a quarterly basis to ensure that these are upheld.

To ensure this from our employees, we require all employees to familiarise themselves with these procedures to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented.