Cognita Schools Limited

MODERN SLAVERY STATEMENT

Registry Year 2026

COGNITA

1 Introduction from the Chief Financial Officer for Europe

At Cognita, we are committed to acting ethically and with integrity in all aspects of our operations, including our supply chains. As a global family of diverse yet connected schools across 21 countries, we employ 21,000 teaching and support staff and educate 100,000 students.

Our shared purpose is to provide an outstanding education to enable our students to thrive in a rapidly evolving world. Central to this is our culture of care, which prioritises the safety, wellbeing, and security of every child in our schools. This includes ensuring safe learning environments, supporting emotional wellbeing, rigorously vetting our staff, and maintaining robust safeguarding policies, procedures, and training.

As part of this commitment, we take a considered and responsible approach when selecting and working with suppliers. We expect our partners to uphold the same high standards, and we are dedicated to taking steps that help prevent modern slavery and human trafficking in all areas of our business and supply chains.

Oliver Williams
Director and CFO Europe
Cognita Schools Limited

2 Our Organisation

Cognita is a global group of independent yet connected schools located in 16 countries and operating in the United Kingdom by Cognita Schools Limited ("Cognita UK"). Cognita has its head office in London, England, United Kingdom.

While this Modern Slavery Statement is made in respect of Cognita UK, Cognita entities located in other jurisdictions follow relevant legal requirements in their respective jurisdiction.

3 Our Commitment

We recognise that modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Cognita has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We are also committed to diversity, equal opportunities and social responsibility. We are committed to positively promoting global citizenship and preserving and promoting equal opportunities in all aspects of our business.

Consistent with disclosure obligations under the UK Modern Slavery Act 2015, Cognita UK is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards.

4 Cognita Organisational Structure

Our headquarters are based in London, United Kingdom and we have Chief Executive Officers in each region. Additionally, each region has a Director of Education and professional experts that ensure the standard of leadership and accountability is consistent worldwide.

Cognita's 'glocal' (i.e. global plus local) approach to its operations means we make use of the deep market and cultural understanding of our regional teams, ensuring that our offer is adjusted to meet the needs of local communities.

The Cognita Board provides ongoing scrutiny, challenge, and support to our leadership team. Two members of the Board form the Education and Safeguarding Advisory Committee, which is designed to ensure that the focus on safeguarding and education remains a constant priority.

Regional leadership staff ensure compliance with applicable reporting obligations and foster accountability and oversight of issues relating to modern slavery and human trafficking. Oversight of modern slavery risk forms part of Cognita's broader ESG governance and risk management framework, with accountability at regional and Group leadership levels.

5 Suppliers and Partners

We use third party suppliers for the provision of services including catering, transportation, waste disposal, recycling, cleaning, property fit out and maintenance services, as well as the supply of goods including office and stationery materials and IT equipment and technology.

When reviewing risk in our supply chain, we consider the types of goods and services that we procure and the location where we procure these from.

6 Supplier Adherence to our Values

We actively encourage responsible employment practices in our supply chain, mirroring our own culture and values. To ensure those in our supply chain and contractors adhere to our values, we require our suppliers to sign our contracts which incorporate contractual terms that oblige all parties to comply with the Modern Slavery Act 2015 and any associated legislation.

7 Policies on Slavery and Human Trafficking

Cognita has Whistleblowing and Anti-Bribery and Corruption Policies that apply to our entire organisation. The Whistleblowing Policy seeks to promote a culture of open communication and encouragesreporting of suspected wrongdoing. Cognita encourages employees to raise concerns about suspected wrongdoing, including any concerns relating to modern slavery or human trafficking within our business or supply chains, in accordance with our Whistleblowing Policy. Employees who raise genuine concerns in good faith are supported and protected from retaliation. The Anti-Bribery and Corruption Policy indicates our zero-tolerance policy to briberyand corruption.

Cognita complies with all local labour regulations where we operate and ensures that our schools comply with international labour frameworks so that all of our workforce have the essential rights, which includes a living wage, prohibition on child labour, and occupational health and safety.

To the best of our knowledge, Cognita UK does not operate in a sector generally considered to have a heightened risk of modern slavery or human trafficking. We take into account all relevant laws and international conventions on modern slavery risk management to develop, maintain, and continuously improve robust policies and procedures that prevent exploitation and human trafficking, while safeguarding our workforce and reputation.

Cognita UK is committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Our Slavery and Human Trafficking Policy, in place since 2020 and reviewed annually, reflects our commitment to acting ethically and with integrity in our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

8 Due Diligence Processes for Slavery and Human Trafficking

As part of Cognita UK's initiative to identify and mitigate risks in this area, our dedicated procurement manager carefully reviews our choice of suppliers. These allow us to identify and assess potential risk areas in our supply chains; mitigate the risk of slavery and human trafficking and protect whistleblowers.

Some of the actions we take to identify and mitigate risks in our supply chains are as follows:

- Supplier contracts: Cognita UK ensures that contracts for the supply of goods and services entered into contain a modern slavery provision that aims to ensure contracting parties act in accordance with Modern Slavery legislation;
- ID and other documents: Cognita UK ensures that suppliers provide the necessary 'right to work' checks for all staff; and
- Training: Cognita UK provides managers with guidance on recruitment processes.

Additional actions we take to mitigate risks in general:

- Safe recruitment processes: All staff recruited to work for Cognita UK are subject to the rigorous recruitment procedures outlined in our Safer Recruitment Policy. Cognita UK undertakes all relevant statutory vetting checks including criminal record checks (DBS checks), barred list checks, and prohibition checks; and
- Living wage: Cognita UK is committed to paying the current living wage to all directly employed staff and to encouraging payment of the living wage for regular third-party contracted services.
- Compliance and sanctions screening: Cognita UK applies a risk-based approach to counterparty screening in line with Cognita's Group Sanctions Policy, including screening higher-risk suppliers and other third parties against relevant sanctions lists, as part of its wider approach to managing legal, regulatory and ethical risks.

9 Steps Taken and Measuring Effectiveness

Cognita has continued to build upon our work on our larger Environmental, Social and Governance ("ESG") goals. In evaluating the effectiveness of our efforts to prevent modern slavery and human trafficking, we note that no complaints or concerns have been reported to our Compliance Department.

Cognita expects all staff to complete safeguarding and child protection training in line with Cognita's Safeguarding and Child Protection Policy. Such training contains information on modern slavery and human trafficking.

Furthermore, this statement as well as our work to tackle modern slavery and human trafficking in our business and supply chain forms part of this principle as well. Further information is contained in Our Sustainability Strategy as well as our inaugural Sustainability Report.

10 Planned Activities

Cognita is working on a global Code of Ethics that will include a commitment to tackle modern slavery and human trafficking. We will expect our suppliers and our staff members to observe the Code of Ethics. This is intended to bring together existing ethics and compliance policies into one statement of our principles and commitments.

Cognita UK are continuously refining programmes of training and the ways in which we can raise awareness of modern slavery and human trafficking and our duty to mitigate these risks in our schools. We continue to consider feasible ways to better apply enhanced due diligence and risk checks on significant contracts that may be more at risk of modern slavery.

Cognita UK shall consider the appropriateness of implementing an internal register of suppliers identified as non-compliant with Anti-Slavery provisions. This is intended to enhance staff awareness and understanding of modern slavery and human trafficking, helping to ensure that everyone involved in our operations and procurement processes can recognise and respond to potential risks. It forms part of our ongoing due diligence efforts under the UK Modern Slavery Act 2015 and demonstrates our commitment to ethical sourcing, safeguarding human rights, and promoting a transparent and responsible supply chain.

11 Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Cognita's slavery and human trafficking statement for the financial year ending 31 August 2025.

Oliver Williams
Director and CFO Europe
Cognita Schools Limited
22 December 2025

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COGNITA

THRIVE IN A RAPIDLY EVOLVING WORLD