

Modern Slavery Statement
Operam Education Group
For the Financial Year Ending 2026-2027

Introduction

Operam Education Group (“the Company”) is committed to preventing modern slavery and human trafficking in our operations and supply chains, in line with Section 54(1) of the Modern Slavery Act 2015. Modern slavery is a crime and a violation of fundamental human rights. The Company has a zero-tolerance approach to any form of slavery, servitude, forced labour, or human trafficking.

Our Business

Operam Education Group are an education recruitment business based in the United Kingdom, with a Turnover of less than £36 million, specialising in placing temporary and permanent candidates in schools, colleges, and educational institutions across the United Kingdom. Our supply chains include recruitment agencies, educational institutions, training providers, IT/administrative suppliers and umbrella companies.

Our Policies on Modern Slavery

The Company has implemented policies to identify and mitigate the risk of modern slavery, including:

- A Code of Conduct for employees, ensuring ethical practices in all operations.
- A Whistleblowing Policy enabling employees and temporary workers to report concerns without fear of retaliation.
- A Supplier Code of Conduct, requiring all suppliers to comply with modern slavery and human trafficking legislation.

Risk Assessment and Due Diligence

We assess the risk of modern slavery in our operations and supply chains, focusing on areas with higher vulnerability. Due diligence processes include:

- Pre-contract checks on suppliers to ensure compliance with legal and ethical standards.
- Regular review of recruitment and HR practices to ensure fair treatment of all workers.

Training

All employees receive training on modern slavery awareness, including recognising signs of exploitation and understanding reporting procedures.

Effectiveness and Key Performance Indicators

We monitor the effectiveness of our measures through:

- The number of staff trained in modern slavery awareness.
- Supplier audits and compliance checks.
- Reports received through our whistleblowing channels.

Commitment to Continuous Improvement

We are committed to continuous improvement in combating modern slavery. Our policies and procedures are reviewed annually and updated as necessary to reflect best practice.

Approval

This statement has been approved by the Directors of Operam Education Group and will be reviewed and updated annually