

Modern Slavery Statement 2025

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps that WJEC have taken during the financial year ending 30 September 2025 to prevent modern slavery and human trafficking.

We are committed to acting ethically and with integrity in all our business dealings and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere in our business or supply chains.

Our Organisation

WJEC CBAC Limited is a registered charity and a company limited by guarantee managed by a Board of Directors. The organisation also has a subsidiary company, WJEC CBAC (Services) Limited which provides specialist printing and distribution services in support of WJEC's core functions.

Our strategic direction and key decision-making is led by our Executive Leadership Team who are supported by more than 500 dedicated employees, including subject specialists, and experienced teaching and learning professionals.

As Wales's largest awarding body, and a leading provider in England and Northern Ireland, at WJEC we provide trusted bilingual qualifications, specialist support, and reliable assessment to schools and colleges across the country.

Our Supply Chains

We believe in working with partners who share our commitment to eradicating modern slavery and human trafficking within our supply chain.

WJEC is working to increase transparency across our supply chain and improve our ability to identify, assess and mitigate risks. We will not engage, support or work with any business knowingly involved in slavery or human trafficking.

While the majority of our suppliers are based in the United Kingdom, we recognise that certain sectors and geographies present a higher risk of modern slavery and that risks are increased with complex supply chains.

WJEC's supply chain falls into the following main categories:

- ICT equipment and services
- Estates and Facilities Management
- Professional services
- Assessment materials
- Logistics
- Travel

We will align our procurement policies and procedures to the Welsh Government Code of Practice on Ethical Employment in Supply Chains with a focus on eliminating modern slavery.

Policies in relation to Slavery and Human Trafficking

The Procurement function within the Finance Directorate has day to day responsibility for working toward eliminating modern slavery from our supply chains.

The following policies set out our expectations regarding ethical behaviour, human rights, and labour standards.

- **Whistleblowing Policy** enables staff and contractors/suppliers to report unethical employment practices to WJEC
- **Employee Code of Conduct** makes it clear to staff the appropriate behaviours and integrity expected when performing their duties
- **Recruitment and Selection Policy** including Right to Work checks
- **Agency Workers Policy**

Due Diligence Processes

A risk-based approach to due diligence has been implemented, due diligence is carried out on all new suppliers as part of the procurement and supplier onboarding process including:

- Use of supplier questionnaires and self-assessments
- Compliance with legal and regulatory obligations
- Financial and commercial risk assessment
- Contractual clauses requiring compliance with modern slavery legislation
- Periodic review of high-risk suppliers

Risk Assessment and Management

We assess risk based on factors during the due diligence processes including:

- Geographic location
- Industry sector
- Nature of goods/services supplied
- Workforce characteristics (e.g. use of temporary or migrant labour)

We will prioritise higher-risk areas such as nature of the service, use of subcontractors and suppliers outside of the United Kingdom and take proportionate measures to mitigate those risks. Acting on concerns and taking corrective action where needed.

Effectiveness and Performance Indicators

Key strategic, critical suppliers considered at risk of exposure to modern slavery and human trafficking will be monitored on a continuous basis for financial, commercial and supply chain risk. The following Procurement KPI's are being measured and reported to the Executive Leadership Team:

- Number of suppliers assessed for modern slavery risk
- Reported incidents and corrective actions

Training and Awareness

WJEC recognises that training and awareness for all WJEC employees is important to reduce the risk of modern slavery within our business and supply chains.

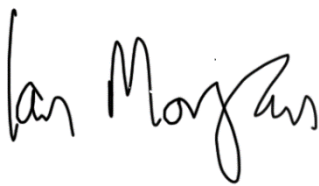
- Staff are required to complete annual modern slavery training on how to identify and report suspicions of modern slavery. To ensure this remains a focus the training is mandatory for all staff.
- Completion of the CIPS (Chartered Institute of Purchasing and Supply) Ethical Procurement and Supply training for strategic procurement staff.

Priorities for 2025/2026

In the next financial year, we will:

- Continue to review and improve our supplier pre-qualification and due diligence process
- Enhance supply chain mapping and visibility
- Develop and embed a supplier code of conduct
- Develop a new Socially Responsible Procurement Strategy
- Expand supplier engagement and auditing
- Implement improved risk assessment tools
- Enhance data collection and reporting
- Strengthen contractual controls

This statement has been approved by the Board Director of WJEC CBAC Limited and is signed by:

A handwritten signature in black ink that reads 'Ian Morgan'.

Ian Morgan
Chief Executive