



Intuitive Learning Limited (T/A Cognito Learning)

Modern Slavery Statement

Modern Slavery Statement for Financial Year 2020/21

This statement is made pursuant to s.54 of the Modern Slavery Act (2015) and sets out the steps that Intuitive Learning Limited (T/A Cognito Learning) takes to ensure that modern slavery is not taking place within the business or our supply chain.

In addition to slavery, Modern Slavery encompasses human trafficking, servitude and forced labour. Intuitive Learning Limited adopts a zero-tolerance stance on modern slavery in any form. The company is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective controls in place to safeguard against modern slavery taking place either within the business or our supply chain.

Our Business

Experts in the provision of bespoke learning solutions.

Our Policies

We maintain a range of policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- 1. Modern Slavery and Human Trafficking Policy**

This policy confirms Intuitive Learning's stance on modern slavery and human trafficking and explains how employees can identify any instances of this and where they can go for help.

- 2. Recruitment Process**

We maintain a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.



3. Whistleblowing Policy

We operate a whistleblowing policy so that all employees are assured that they can raise concerns within our business or supply chain, without fear of punishment.

4. Employee Code of Conduct

Our code of conduct confirms that we expect our employees to comply with the Modern Slavery Act (2015) and other legal and regulatory codes.

Our Suppliers

Intuitive Learning Limited operate a third party supplier policy and maintain a supplier list. We expect current and potential new suppliers to adopt the same Modern Slavery Act (2015) edicts and to work to the same principles of Intuitive Learning Limited in support of the Act. We conduct due diligence on all suppliers before allowing them to become a supplier. This due diligence includes an online search to ensure that an organisation has never been convicted of offences relating to modern slavery.

We reserve the right to terminate a contract with a supplier at any time should any instances of modern slavery occur.

Training

We conduct ongoing training for our staff so that they recognise signs of modern slavery and understand what to do if they suspect that it is taking place within our supply chain.

Our Performance Indicators

Monitoring the compliance with the Modern Slavery Act (2015) within the business or our supply chain forms part of our risk management and audit process. We will also know the effectiveness of the steps that we are taking to ensure that slavery and human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Jonathan Jerome

Commercial Director

Allan Pettman

CEO



Legal Disclaimer

Cognito Learning is the trading name of Intuitive Learning Limited.

Intuitive Learning Limited is a company registered in England and Wales whose company number is 10605207 and whose registered address is The Leeming Building, Vicar Lane, Leeds LS2 7JF.

Intuitive Learning Limited is registered as a Data Controller within the requirements of the Data Protection Act (Reg No. ZA297048).