Modern Slavery and Human Trafficking Statement

Introduction and Our Organisation

International Schools Partnership ("ISP") is a focused, growing, and financially secure group of schools with a clear vision, purpose, and principles. We strive to grow schools renowned for setting new standards of excellence in education, cultivating future-ready students, and enriching the communities they serve.

This statement constitutes our modern slavery and human trafficking transparency statement as at April 2026 and covers International Schools Partnership Limited (as the main holding company of ISP) ("ISP UK") and its subsidiaries. This statement explains the steps that we have taken to monitor and prevent modern slavery (including human trafficking) from occurring within our business and its supply chains.

Our aim is to be the leading international schools group of quality and scale, with schools of choice recognised across local communities and the global education sector for amazing learning, ambition, and growth. ISP has a zero-tolerance approach to modern slavery (including human trafficking), and we are committed to acting ethically and with integrity in our business dealings and relationships. Modern slavery (including human trafficking) is a crime and a violation of fundamental human rights and is the very antithesis of what we stand for.

Our Organisational Structure

ISP has its head office in London, United Kingdom and at the time of this statement ISP owns over 100 schools across 25 different countries.

With schools and operations in various different markets across Europe, the Middle East, North America, South America and Asia, ISP has strict organisational structures across its divisions and regions. ISP has Chief Executive Officers, Chief Financial Officers, and other C-suite management members covering each division, and then a dedicated team in each region in which we operate. Therefore, while this statement is made in respect of ISP UK, ISP utilises its divisional and regional management teams to ensure our standards and policies are applied consistently in our respective regions.

Our Supply Chains

Given our global footprint, ISP uses a wide range of suppliers around the world to support our educational and operational activities. Key supply chain categories include:

- office services (including waste disposal and recycling);
- catering;
- transport providers;

- professional services (including marketing, advisory services and recruitment and academic materials);
- office and stationery materials;
- cleaning services; and
- IT and technology.

There may be additional suppliers or contractors involved where ISP builds new or expands existing schools. We also procure a limited amount of materials that are used in our day-to-day operations (for example, office supplies, furniture and IT hardware).

While operating in the education sector presents a relatively low-risk of modern slavery violations, we recognise that certain sectors (for example, construction) may present elevated risks of labour exploitation in global supply chains. To mitigate these risks, our procurement team ask a series of mandatory due diligence questions which enable us to identify, assess, and address any potential risks in relation to our compliance with modern slavery and human trafficking legislation.

As part of our supplier due diligence process, we require all prospective suppliers to actively confirm:

- their compliance with each of our Supplier Principles (see more detail below);
- their compliance with all applicable laws (including in respect of modern slavery and anti-bribery and corruption); and
- their current status in relation to any pending investigations or regulatory investigations that may impact their business.

ISP has created a list of Supplier Principles which set out ISP's position and expectations on (including but not limited to) labour and human rights compliance, ensuring that our contractors and suppliers conduct their activities in a manner that respects human rights as set out in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organisation. These Supplier Principles are sent to all prospective suppliers.

Policies and Procedures

ISP is committed to complying with all applicable laws. The Modern Slavery Act 2015 (UK) and its requirements are reflected in ISP's global governance framework. As part of our suite of governance policies, the key policies supporting our commitment to preventing modern slavery include:

- Modern Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Procurement Policy
- Anti-bribery and Corruption, and Anti-Money Laundering policies
- Code of Conduct

ISP's Modern Slavery and Human Trafficking Policy sets out clear expectations for all ISP employees and any person working on ISP's behalf. It requires compliance with applicable labour, human rights and modern slavery legislation and establishes clear reporting and escalation procedures, supported by our Whistleblowing Policy.

In addition to our formal policy framework, ISP continues to implement practical measures to help support compliance and mitigate risk, including:

- requiring all ISP employees to acknowledge via ISP's internal employee platform (Workday), that they have read and understood ISP's policies, including the Modern Slavery and Human Trafficking policy;
- raising awareness with those employees involved in the procurement of goods and services, including providing guidance on identifying and mitigating potential risks within our supply chains;
- identifying and addressing potential risk areas in our supply chains; and
- protecting whistleblowers and promoting a culture of openness and accountability.

ISP's senior leadership team have overarching responsibility for monitoring and ensuring compliance with the Modern Slavery and Human Trafficking across their respective areas of responsibility. The Chief Financial Officer, Group Head of People Operations and Head of Group Legal have the primary responsibility of day-to-day implementation of the policy and monitoring its effectiveness.

Training and Monitoring Effectiveness

ISP monitors the effectiveness of its compliance framework through mandatory training requirements across the organisation. Further actions implemented to reduce general risk include requiring all staff, across our regions, to complete safeguarding and child protection training and to undertake annual refresher programs. In addition, ISP operates a rigorous safer recruitment process designed to mitigate broader safeguarding and exploitation risks. This includes enhanced criminal record checks and comprehensive background checks covering the previous 10 years in any country in which the individual has lived or worked.

Declaration

This statement is made in accordance with section 54(1) of the Modern Slavery Act and has been approved by the board of directors of International Schools Partnership Limited and constitutes our modern slavery and human trafficking statement up to the date of publication.

Date: 05 May 2026