

Metaverse Learning Ltd

MODERN SLAVERY STATEMENT

January 2022

Introduction

This statement sets out Metaverse Learning Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Metaverse Learning recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Organisational structure and supply chains

Metaverse Learning augments workers' abilities by pairing humans and smart technology, resulting in dramatically improved performance, greater safety, greater employee and customer satisfaction. Business Operations; Energy & Water Networks; Digital Enterprise; Execution Excellence focusing on the energy and utility market.

We work from our own premises within the United Kingdom.

The UK company employs 20 direct employees and will use external contractors when required.

The company's supply chain is limited to the procurement of contractors, office equipment and consumables purchased from UK suppliers.

We are suppliers to large utility and power companies as well as the education sector, and thus form an essential part of their due diligence programmes relating to modern slavery and human trafficking.

As a UK based employer with a limited supply chain we have low risk of modern or child labour in our supply chain.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** Responsibility for the introduction, maintenance and monitoring of compliance to our policies relating to employees and contractors and Supply Chain compliance sits with the HR Representative and CEO.
- **Investigations/due diligence:** an HR Representative and Finance department will be responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking. Senior Managers will support with any investigation.

Due Diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence includes:

- Evaluating the modern slavery and human trafficking risks of each new supplier
- Conducting supplier audits
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship

Assessing Effectiveness

The delivery of this modern slavery policy shall be monitored and shall form part of annual review.

Corrective Actions

Should an occurrence or potential occurrence of modern slavery be identified, either internally related to employment practice or working conditions or externally with the supply chain then appropriate corrective action shall be taken in line. All non-conformity shall be recorded, and the required actions implemented in a timely manner.

Policy Review

This will be subject to review following any lessons learnt, identification of non-compliance