



Modern Slavery & Human Trafficking Statement

Year ending 2022

Content

This statement has been published in accordance with the Modern Slavery Act 2015 and sets out the steps Sage has taken during year ending December 2022 to mitigate modern slavery risks in our business operations and our supply chain.

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Introduction

The Modern Slavery Act (2015) requires companies to publish an annual statement that outline the actions undertaken during the financial year to address and mitigate any forms of modern slavery within their business activities and supply chain.

Modern slavery includes but is not limited to human trafficking, forced labor and debt bondage and in many cases vulnerable individuals are tricked, coerced, or forced into losing their freedoms by perpetrators who exploit them for their own personal or commercial gain.

Human rights organisation **Walk Free** states 'Modern slavery is a hidden crime that affects every country in the world'. It estimates 50 million people were living in modern slavery on any given day in 2021, an increase of 10 million people since 2016.

Modern slavery impacts on all of us, from the food we consume to the goods we purchase. It is everybody's responsibility to address and eliminate this crime where it occurs.

Sage has zero-tolerance to all forms of modern slavery and human trafficking within our business and supply chains.

We have three overarching values that are embedded into every aspect of how we do business and include; to act with integrity, build constructive relationships and to actively pursue ideas and actions that enhance diversity and address social inequality.

In line with the Modern Slavery Act 2015, this statement sets out the steps taken during the past year to manage and minimize modern slavery risks in our business and our supply chains.

Seek Progress

We are committed to driving positive change, both within Sage and for society.

Take Responsibility

We act with integrity and always hold ourselves accountable.

Value People

We actively pursue ideas and actions that enhance diversity and address social inequality.

Governance and structure

Sage Publications is the trading name for a privately owned global publishing company, with an executive chair and board of directors overseeing Sage and its subsidiary companies and sales offices in, Los Angeles, Washington D.C., London, India, Singapore, Melbourne, and Latin America.

Sage is a global academic publisher of books, journals, and library resources with a growing range of technologies to enable discovery, access, and engagement. We believe that research and education are critical in shaping society.

Our mission is building bridges to knowledge by supporting the development of ideas through the research process to scholarship that is certified, taught, and applied. Through an equitable academic future, furthering disciplines that drive social change, and helping social and behavioral science make an impact.

The company has remained independent since it was founded by **Sara Miller McCune in 1965**. Sara guaranteed Sage's ongoing independence with the transfer of her shares to an independent trust, enabling the company to maintain its core mission and invest with confidence.

Sage publish over **1,000 journals and 800 books** a year, as well as digital products, covering business, humanities, social sciences, science, technology and medicine. These high-quality educational resources support instructors to prepare the citizens, policy makers, educators and researchers of the future.

Sage **employs over 1,800 employees globally**, who are all directly employed, paid a living wage and are not considered vulnerable to modern slavery or human trafficking.

No evidence of modern slavery or forced labor was found or reported within our business or our supply chain during the year ending December 2022.

The Sage Group



- Sage Publications Inc,
- Sage Publications Ltd,
- Sage Publications India PVT LTD,
- Sage Publications Asia-Pacific PTE LTD
- CQ Press
- Corwin Inc.
- Adam Matthew Digital Ltd
- Talis Group Ltd
- Lean Library BV



Policies



Dignity at Work Policy

Commitments to providing working environments that are free from harassment and bullying to ensure that everyone is treated, and treats others, with dignity and respect.



Equal Opportunities Policy

To ensure there is avoidance of discrimination in the workplace and equal employment opportunities for all staff.



Sage Employee Handbook

Includes details of the company's whistleblowing policy, and how to access the 24hr Employee Assistance Program helpline and Employee Support Groups.



Equality, Diversity and Inclusivity

Policy outlining commitments to ensuring all individuals are treated equally and with fairness regardless of age, disability, gender identity, marriage and partnership status, pregnancy and maternity, race, religion and belief, sex, or sexual orientation.



Dignity at Work, Statement regarding Third Parties

This statement covers all staff including temporary employees, consultants, contractors, agency workers and interns.

Our supply chain

Sage is committed to ensuring all services and goods are responsibly and ethically sourced. However, we are very aware of how difficult it is to gain full transparency across our extensive and complex global supply chain, particularly where production and manufacturing of raw materials is carried out by third parties.

Our supply chain has been mapped, assessed and split into 'tiers' to enable us to identify potential risk against standard modern slavery criteria

- **Industry risk:** the products or services that are identified as having greater prevalence of modern slavery issues
- **Country risk:** those countries highlighted with higher levels of modern slavery risks due to local country issues such as civil wars and socio-economic pressures
- **Spend:** goods and services with greatest spend and value to Sage

Business services and goods include

- Facilities: such as cleaners, security, waste and recycling
- Technology; hardware and software, hosting
- Professional services: recruitment, consultancy

Printed and digital educational products

Sage outsources production and manufacturing of our publishing products to third parties.

Tier 1 – our direct suppliers

- Manufacturing of physical books and journals such as Printers, Typesetting, Content management
- Couriers and delivery
- Web services and digital content

Tier 2 – subcontracted suppliers

- Paper Mills
- Distribution and shipping

Tier 3 – raw materials and processing

- Forest, landowners



Risk assessments and due diligence



Due Diligence

In 2022 we focused our due diligence activities on our Tier 1 suppliers starting with Printers and Typesetters. We developed an 'Environmental and Ethical questionnaire' that all key suppliers, in scope, were required to complete. Additionally, we also required completion of a Paper Audit to enable us to understand and gain greater visibility of the wider supplier involved in the sourcing and pulping of paper e.g. Forest and Paper mills. This also provided clarity of the standards, sourcing and certification of the paper used in our printed products.

An example of the information required from Tier 1 suppliers included:

- Supplier standards or a Supply Code of Conduct.
- Mapped supply chain for ethical and environmental risks.
- Provide a copy of the latest independent ethical audit.

85% of our key tier 1 suppliers, who were in scope, completed the questionnaire in 2022.

The information they provide has both informed and enabled us to develop our ongoing due diligence processes and procedures. We will continue to work closely with our suppliers, partners and the wider publishing industry to ensure decisions have ethical and responsible choices.

Audits

The manufacturing team reinstated their onsite audits programmes in 2022, carrying out site visits to all our Typesetters based in India. These visits are to build collaborative partnerships, understand local business practices as well as including ethical and environmental actions. Our typesetters are not considered high risk, in relation to modern slavery, due to nature of work classed as 'high skilled'.

The Book Chain Project

We continued to be active members of the Book Chain project, a platform proving transparency across the publishing supply chain, proving industry standards and a collective approach to labour and environmental risks.

Our aim is for all our key suppliers to become members of the Book Chain project and complete their environmental and labour questionnaire by 2025. The platform provides a single point to assess supplier data and information, allows benchmarking and progress across publishing suppliers as well as visibility or third party supplier future down the value chain such as Mills and Forest.

Forest Stewardship Council (FSC)

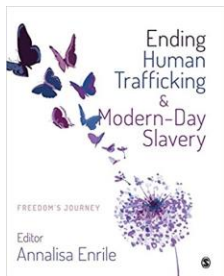
Key risks of human rights and labour violations are greater within the forestry sector. These risks can come in the form of forced evictions for indigenous communities or even harassment, threats, or intimidation to remove them from land.

All paper used in the production of our printed products are required to have FSC, or equivalent, certification. In 2022 we advanced our approach to gain greater visibility of the suppliers involved in the sourcing and production of paper.

Training and educating

We focused our training in 2022 on those teams directly involved with suppliers and supplier chains with higher risks of modern slavery. Training included a dedicated training session for the Manufacturing Team to upskill understanding of environmental and labor risks and, involving them in the assessment of supplier responses to the modern slavery questionnaire enabling them to support the development of standards and requirements. We continue to identify training opportunities for the key teams working with those suppliers that have higher potential of modern slavery issues.

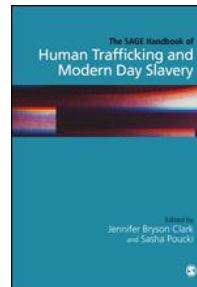
As an educational publisher Sage has numerous dedicated resources and training materials that are available to all our employees as well as our customers. We encourage staff to explore and utilize these free resources to build greater awareness and knowledge.



Ending Human Trafficking and Modern-Day Slavery: Freedom's Journey

Author: Annalisa Enrile

Bringing together conceptual, practice, and advocacy knowledge, this book explores the complexities of human trafficking and modern-day slavery through a global perspective.



The Sage Handbook of Human Trafficking and Modern Day Slavery

Authors: Jennifer Bryson Clark and Sasha Poucki

A comprehensive, interdisciplinary and global look at the diverse issues surrounding human trafficking and slavery in the post-1945 environment.



What Do We Know and What Should We Do About...?: Slavery

Author: Julia O'Connell Davidson

What Do We Know and What Should We Do About...? is a series of books offering readers short, up-to-date overviews of key issues often misrepresented, simplified or misunderstood in modern society and the media.



Training: Creating a Traffick Free World.

Speaker: Laura Ng

This is an online training session from Laura Ng (Director of Traffick Free, a Chicago nonprofit) explains the different types of human trafficking and how trafficking isn't an 'Overseas' issue.

Next steps – looking ahead

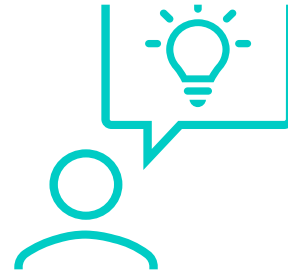


Seek Progress

Committed to driving positive change

We will continue to monitor and manage areas of the supply chain that have greater susceptibility to the risks of modern slavery.

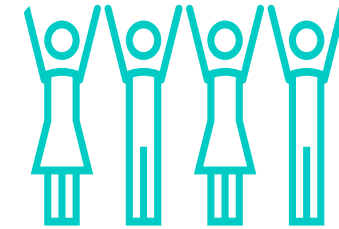
Require all key supplier to have membership of The Book Chain Project.



Take Responsibility

Take ownership of developing our own knowledge and skills

We will continue to use our own educational materials and training resources to raise awareness of ethical and labor issues to staff globally.



Value People

Pursue actions that enhance diversity and address social inequality

Work in partnership with our key suppliers to ensure our standards and auditing processes that address and migrate modern slavery across the supply chain are aligned.

This statement has been approved by
the Sage Management Board on 15 June 2023

A handwritten signature in black ink, appearing to read 'Richard Thame', with a stylized flourish at the end.

Name: Richard Thame
Job Title: Deputy Chief Financial Officer
Date: 15 June 2023



**INDEPENDENT
SINCE ~ 1965**