



Modern Slavery & Human Trafficking Statement

Year ending 2025

Contents

This statement is made by Sage UK Ltd for the purposes of section 54 of the Modern Slavery Act 2015. It describes the steps taken to assess and mitigate the risk of modern slavery and human trafficking in our global business and supply chains.

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- Policies
- Our suppliers
- Due diligence
- Training and awareness
- Continuous improvements

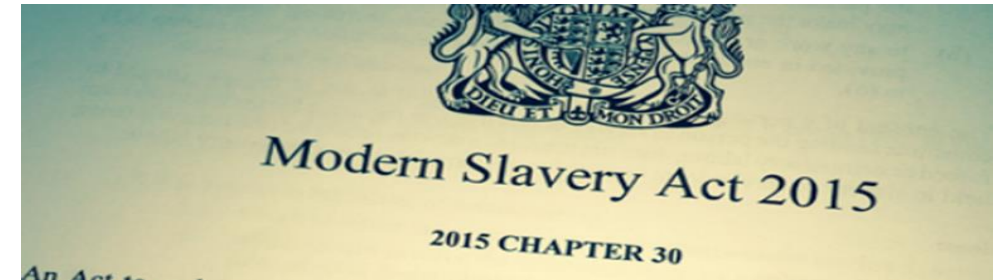
Modern slavery



Modern slavery is an umbrella term covering exploitation such as human trafficking, forced labor, debt bondage, child labor, domestic servitude and forced marriage.

The key areas, those with higher potential risks, are where there is low-paid or migrant workers, countries with weak labor controls, where work is outsourced or in high-risk sectors, and limited visibility beyond direct suppliers.

Addressing these risks requires clear policies, proportionate due diligence, supplier engagement, effective grievance mechanisms, training and regular review of how risks are identified, escalated and mitigated across operations and supply chains.



Sage is required to publish an annual 'Slavery and Human Trafficking Statement' outlining the steps taken to prevent modern slavery in our business and supply chains, as a requirement under section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015.

Public disclosures are not expected to provide guarantees but intended to ensure transparency and accountability.

Sage has zero tolerance for all forms of modern slavery and human trafficking, and we aim to address the risk not just as a legal obligation but as a responsible business.

Our business structure

Sage is a global, privately owned publishing company, controlled by a group of trustees who are charged with maintaining its independence indefinitely. Under its trading name Sage Publications, it has an executive chair and board of directors that oversee Sage Publications Inc and all its subsidiary companies. This statement covers Sage Publications, Inc. and all its subsidiaries.



Sage publishes more than 1,300 journals on behalf of 400+ societies and more than 375 book titles every year.



Sage has a complete suite of learning resources across both traditional and digital resources — from books, cases, videos and data to full online courses.



Sage operates across six continents and employs c.2000 people globally.

Sage companies and imprints



- Sage Publications Inc,
- Sage Publications Ltd,
- Sage Publications India PVT LTD,
- Sage Publications Asia-Pacific PTE LTD
- Mary Ann Liebert LLC
- Cambridge Business Publishers LLC
- CQ Press
- Corwin Inc.
- Adam Matthew Digital Ltd
- IOS Press BV
- Hubro AS
- Good Docs LLC



Policies

Our policies support our commitment to ethical and responsible business practices, setting expectations that help protect people, promote respect at work, and reduce the risk of harm across our operations and supply chains.



Dignity at Work Policy

Outlines Sage's commitment to ensuring all colleagues are treated with dignity and respect and are free from harassment and bullying. It covers all staff including temporary contractors and interns.



Employee Code of Conduct

Sets clear expectations for how Sage colleagues should act with integrity, respect and responsibility, in line with our values of taking responsibility, seeking progress and valuing people.



Equal Opportunities Policy

Supports fair and equal treatment at work, helping to prevent discrimination and promote opportunity for all colleagues.



Whistleblowing Policy

Supports a culture of honesty and accountability by encouraging colleagues to raise concerns about wrongdoing or unethical conduct in good faith.



Paper Policy

Promotes responsible sourcing by requiring global printers to use paper from supply chains that avoid deforestation and respect human rights, including Indigenous Peoples rights.

Our suppliers

Our supply chain comprises a global network of suppliers and local partners providing goods and services, including specialist support for printing, logistics and marketing.

Our risk assessments



We apply a risk-based methodology to identify higher-risk areas of our supply chain, considering supplier activity, location, visibility and business significance including

- **Low-cost labor:** industries that prioritized cheap low-cost and migrant labor e.g. agriculture, manufacturing, domestic work etc.
- **Fragments supply chains:** where complex, multi- tiered with outsourcing making monitoring difficult
- **Weak regulatory oversight:** sectors operating in regions with poor governance or and/or civil unrest.

We also consider:

- **Transparency:** ability to trace the supply chain beyond our tier 1 suppliers
- **Importance:** Suppliers that are significant to the business financially, operationally, or reputationally.

We remain committed to ensuring that all products and services are sourced ethically and responsibly.

Our supplier categories

This section summarises the main categories of suppliers that support our business and demonstrates the breadth of our supply chain for the purposes of modern slavery risk assessment. These categories broadly fall into the following areas:

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- **Technology: Hardware and Software**
- **Distribution and Fulfilment**
- **Marketing, Conferences and Events**
- **Financial and Legal services**
- **Print and Production**
- **Recruitment and Training**



Our focus remains on supplier categories which are known to have higher potential risks of modern slavery, working with our tier 1. suppliers to manage and mitigate all and any risks found.

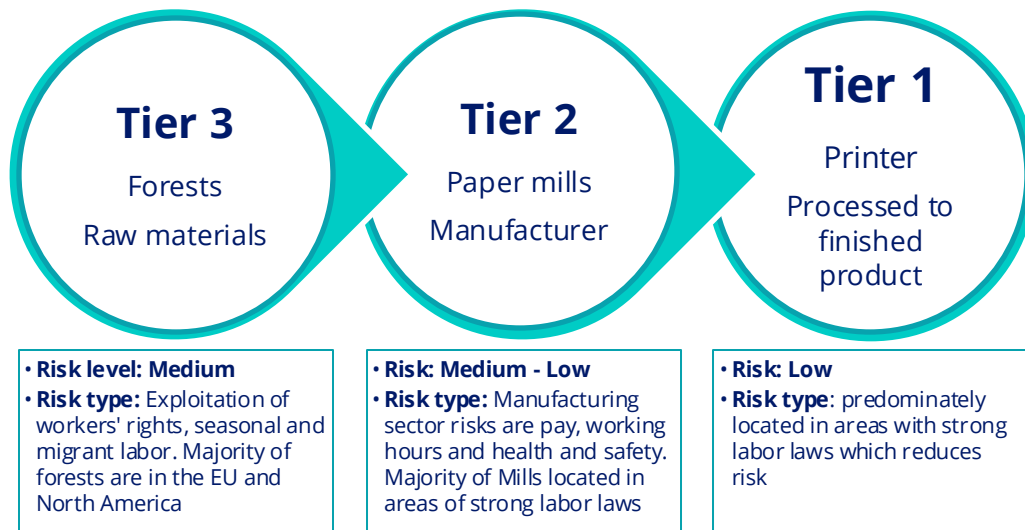
Due diligence

Sage works with printers to produce our books, journals and other printed materials. As we do not source paper directly, we work with our Tier 1 printers to better understand the suppliers, materials and processes further down the print supply chain.

We take a risk-based approach to modern slavery due diligence. With around 85% of our supply chain located in the UK, EU and North America, our focus has been on Tier 3 forestry operations and Tier 2 paper mills as a priority. We use a combination of policies, supplier disclosures, independent certification and industry platforms to strengthen our understanding of the print supply chain and support responsible sourcing.

These include:

- **Paper Policy:** defines the standards we expect paper used in our products to meet, including environmental and responsible sourcing requirements.
- **Independent certification:** including FSC, provides assurance on environmental, ethical and labor-related criteria in relevant parts of the supply chain.
- **Annual supplier questionnaire:** requires printers to provide information about the supply chains and materials used in the products they manufacture for Sage.
- **Book Chain Project platform:** supports publishers in making informed sourcing decisions for paper, printing and other book components, while promoting environmental sustainability and responsible business practices.



2025 due diligence activity

Our 2025 due diligence focused on key suppliers in our print supply chain. Only 3% of mills reviewed were located in higher-risk countries; these were assessed through document-based reviews and found to have relevant policies, public reporting and/or independent third-party audits in place.

Key Findings in line with our requirements

- All Printers signed Sage's Paper Policy and have their own aligned standards.
- 100% of paper sourced held FSC or equivalent, meeting policy requirements.
- Relevant suppliers are visible on the Book Chain Project.
- All Mills assessed have relevant policies, supplier codes of conduct, worker rights due diligence, employment processes, health and safety and/or independent ethical audits in place.
- 85% of mills hold EcoVadis Gold certification.

Training and awareness

Training

We continue to work with the Book Chain Project to strengthen our understanding of human rights risks in the upstream supply chain and to support effective risk mitigation.

This includes a Human and Labor Rights Forum, development of a Risk Assessment covering raw material sourcing, mills, printer and logistics.

These activities help inform our supplier engagement and support a more risk-based approach to identifying and managing higher-risk sourcing locations across the print supply chain.



Awareness

As an academic publisher, we provide access to journal articles, textbooks and digital resources that cover modern slavery, human rights, ethical sourcing and responsible supply chains.

Employees also have access to films and resources through Good Docs, a leading educational documentary distributor, including content on labor rights, exploitation and inequality. Together, these resources help colleagues build their understanding of modern slavery risks and the role they can play in recognizing and responding to concerns.

GOOD DOCS

DOCUMENTARIES that do GOOD in the world



POWERLANDS
A YOUNG NAVAJO FILMMAKER INVESTIGATES THE DISPLACEMENT OF INDIGENOUS PEOPLE AND THE ENVIRONMENTAL DEVASTATION CAUSED BY GLOBAL CORPORATIONS



REBOUND
CARRYING THE WEIGHT OF MOTHERHOOD, TRAUMA, AND INCARCERATION, TWO WOMEN FIND HEALING AND HOPE THROUGH SISTERHOOD, SERVICE, AND EDUCATION



REIMAGINING SAFETY
TEN EXPERTS DISCUSS PRACTICAL ALTERNATIVES TO POLICING AND INCARCERATION FOLLOWING THE 2020 MURDER OF GEORGE FLOYD

Continuous improvement

Our sustainability strategy reflects our environmental and ethical responsibilities. Through our priorities of partner responsibly and protecting nature, we continue to focus on responsible sourcing, greater supply chain transparency and reducing risks across our business and suppliers.



Cut carbon

Save energy, travel smart

Enhance operational efficiencies to cut carbon emissions by **45%** by 2030 from our 2019 baseline.



Eliminate waste

Buy what we need, use what we have, and recycle everything else

Minimize waste through circular economy principles.



Protect nature

Zero deforestation

Our paper is 100% sustainable and deforestation free.



Partner responsibly

Sustainable collaborations with suppliers

All key suppliers have aligned net zero goals and carbon reduction plans.

Our work is supported by our four sustainability priorities. In particular, **partner responsibly** helps promote shared values and greater transparency in sourcing practices across our supply chains, while our targeted initiatives under **protecting nature** support sourcing from forests managed in environmentally and socially responsible ways, with respect for workers' rights, the rights of Indigenous Peoples and local communities.

In 2026, we will strengthen our print supplier assessments and KPI standards and expand due diligence to additional priority suppliers where closer alignment with responsible business practices may be needed.

The Board of Sage UK Ltd has approved this statement

Mark Walford

It is signed by Mark Walford, Company Director and VP, Rights & Business Development, on behalf of Sage UK Ltd

INDEPENDENT
SINCE ~ 1965

