

**JOHN WILEY & SONS INC  
and subsidiaries**

**Modern Slavery Statement**

**INTRODUCTION**

This Statement sets out the actions taken by John Wiley & Sons Inc and its global subsidiaries, including its UK and Australian subsidiaries (collectively "Wiley").

Wiley recognises that modern slavery is a global concern, and we are taking steps to ensure that we have practices in place to combat slavery and human trafficking.

**OUR ORGANISATION**

Wiley is a global leader in research and education that enables discovery, powers education, and shapes workforces. With industry-leading content and services, platforms, and knowledge networks, we unlock human potential by helping our customers achieve their goals in an ever-changing world.

John Wiley & Sons, Inc has its head office in Hoboken, New Jersey, USA, has approximately 7,000 employees worldwide, and operate globally. a global annual turnover in the region of US\$ 1.942 billion.

**OUR BUSINESS AND SUPPLY CHAINS**

Our business is organized into three business segments, Research Publishing and Platforms, Academic and Professional Learning, and Education Services.

The Research Publishing and Platform segment enables researchers to get life-changing, peer-reviewed research in the market faster, and make science more broadly available for all. As the world's largest society publisher, we partner with over 900 societies to provide millions of scientists and scholars with the resources they need to accelerate academic discovery, and we leverage our platform offerings to advance the success and impact of its society and publishing partners.

The Publishing segment acquires, develops, and publishes scientific, professional and education books and related content, as well as test preparation services and course workflow tools, to libraries, corporations, students, professionals, and researchers. Communities served include business, finance, accounting, workplace learning, management, leadership, technology, behavioral health, engineering/architecture, science, medicine, and education.

The Solutions segment delivers online program management services for universities and corporate learning and assessment services for businesses. Online program management services include market research, marketing, student recruitment, enrolment support, proactive retention support, academic services to design courses, faculty support and access to the Engage Learning Management System, which facilitates the online education experience. The Corporate Learning business offers online learning and training solutions for global corporations, universities, and small and medium-sized enterprises, which are sold on a subscription or fee basis.

Our supply chain includes: printing services, composition services, transportation and warehouse services, Business Process Outsourcing services, facilities management and office supplies, travel, paper, and technology.

**OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our [Business Conduct and Ethics Policy](#), which aligns with the United Nations Global

Compact, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

To ensure all those in our supply chain and contractors comply with our values we have in place a Vendor Code of Conduct which aligns with the United Nations Global Compact.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

Wiley has a dedicated internal department ("Global Sourcing") which manages all major vendors and key supply chains on a global basis for Wiley and all subsidiaries. Global Sourcing has in place systems and processes to:

- Identify and assess potential risk areas in our supply chain.
- Report and escalate concerns regarding modern slavery in our supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Monitor potential risk areas in our supply chain.

Wiley has a process and policies in place to protect whistle blowers.

### **IDENTIFICATION OF RISKS IN THE SUPPLY CHAIN**

Global Sourcing has taken an approach to risk management of assessing supply chain risks on the criteria of vendor country location, annual spend and category of product sourced, to determine risk level. Using this matrix, the team identified risks relating to certain vendors and is in the process of obtaining attestation from these vendors to ensure that they are in compliance with the UK Modern Slavery Act of 2015 and the Australian Modern Slavery Act of 2018.

### **COMPLIANCE ACTIONS THAT WILEY HAS CONDUCTED RELATING TO MODERN SLAVERY**

We impose contractual obligations on our vendors to ensure compliance with UK *Modern Slavery Act (2015)* and the Australian *Modern Slavery Act (2018)* and any other relevant modern slavery laws ("Modern Slavery Legislation"). In addition, we aim to ensure that we have the right to audit our suppliers and rights to terminate contracts with key vendors if we find any breaches.

Global Sourcing has proactively contacted existing vendors to attest to the Wiley Code of Vendor Conduct and to attest that they have no knowledge of any violation or potential violations of Modern Slavery Legislation or any forced labor in their operations. Global Sourcing is approaching this attestation in a phased manner and has contacted 'Tier 1 and select Tier 2' vendors (identified on largest spend) to confirm compliance. Attestations have been received from Vendors who represent 79% of the spend managed by Global Sourcing. We plan to extend this program to ensure additional vendors from all vendor Tiers attest to the Wiley Business code of Vendor Conduct and compliance with Modern Slavery Legislation before engagement.

Global Sourcing has established a yearly process to review all actions taken with suppliers to see if any improvement in the process can be identified. Global Sourcing will check the risk assessment every 6 to 12 months to identify any new risk in the supply chain and keep track of the progress with regard to engaging with high-risk suppliers. Global Sourcing will work with suppliers to review any actions that they have taken to address modern slavery in their supply chain.

### **TRAINING AND REPORTING**

As part of our initiative to identify and mitigate risk, in addition to the mandatory ethics training for all Wiley employees which is conducted annually, Global Sourcing staff based in the UK are all members of the Chartered Institute of Procurement of Supply (CIPS) and undertake an annual accreditation in ethical

procurement and supply which specifically covers modern slavery training. Currently a portion of our US Global Sourcing team has received training in social responsibility and for the balance of the Global Sourcing staff, additional training relating to Ethical Sourcing accreditation will take place by the end of FY 22.

Wiley engage directly with the workforce to promote the company's policies and has set up a mechanism to safely report any violations of the Business Code of Conduct Ethics Policy relating to all businesses that Wiley operates. Workers can report any violation of the Business Code of Conduct as we maintain a confidential global hotline to report anonymously any concerns on any basis. In addition, concerns can be discussed with the employee's manager, via e-mail or directly to the EVP, Chief People & Operations Officer.

#### **COLLABORATIVE APPROACH**

We take a collaborative approach to compliance and ensure that compliance is embedded across the organization. This includes working with colleagues globally, across subsidiaries and departments. Global Sourcing works with representatives from the following departments to identify, manage and ensure clear communication on risks:

- Legal
- Audit and compliance
- Human resources

These Departments are all tasked to prompt, recognize and action risks of Modern Slavery across Wiley.

This statement has been prepared with input from global subsidiaries. This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 and constitutes our slavery and human trafficking statement for the financial year ending 30 April 2021.