

WILEY

This Statement has been issued by John Wiley & Sons Limited (“Wiley UK”) on behalf of itself and its subsidiaries in accordance with the *Modern Slavery Act 2015* for the financial year between 1 May 2022 to 30 April 2023.


Wiley UK’s ultimate parent company is John Wiley & Sons, Inc. which is registered in the State of New York, USA.

Wiley UK’s board of directors are responsible for the management of Wiley UK and its subsidiaries within the UK. The legal entities covered by this statement (“Wiley UK Group”) are:

- John Wiley & Sons Limited
- Wiley Distribution Services Limited
- Madgex Limited
- Hindawi Limited
- Mthree Corporate Consulting Limited
- Crossknowledge Group Limited
- Atypon Systems Limited

The Wiley UK Group’s activities to prevent and identify modern slavery in its supply chains for the Wiley UK Group are integrated into the global compliance program and operations of the global business of John Wiley & Sons, Inc. The Modern Slavery Statement issued by John Wiley & Sons, Inc. is attached to this statement and contains details of the activities, programs and implementation undertaken across the global Wiley organisation, which includes activities relating to suppliers engaged by the Wiley UK Group.

This statement is authorised by Wiley UK’s board of directors and signed by a responsible officer of that company.



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Director
John Wiley & Sons Limited

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JOHN WILEY & SONS INC
and subsidiaries

Modern Slavery Statement
2023

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 recognizes 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 ORGANIZATION

Wiley is a knowledge company and a global leader in research, publishing, and knowledge solutions. Dedicated to the creation and application of knowledge, Wiley serves the world’s researchers, learners, innovators, and leaders, helping them achieve their goals and solve the world’s most important challenges. For more than two centuries, Wiley has been delivering on its timeless mission to unlock human potential.

John Wiley & Sons, Inc with its head office in Hoboken, New Jersey, USA, has over 7000 employees worldwide and operates globally. Wiley has a global annual turnover in the region of US\$ 2.020 billion.

OUR BUSINESS AND SUPPLY CHAINS

Our business operates in the research and learning markets, delivering a range of solutions across publishing and knowledge services.

In the research market, we enable people to share, use, and advance knowledge to help solve the greatest challenges we face as a society. Nearly half the world’s research flows through our online platforms. We contribute a high volume of scholarship across our portfolio of nearly 2,000 academic journals to an audience of 16 million scientists and scholars globally on an annual basis. Our dedication to open access means more people than ever have access to life-changing research, leveling the playing field and increasing the speed of scientific discovery.

In the learning market, we partner with educators and institutions around the world to find learner-centric, engaging, and accessible ways to teach new skills and make knowledge sharing easy. Higher education institutions, corporations, and learners turn to Wiley for adaptive courseware, high-impact content and curricula, and professional development learning experiences. We help organizations unlock human potential by improving how they hire, engage, connect, and lead their people.

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. Additionally, 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. The Global Sourcing department manages supply chain risk, including incidents of Modern Slavery by actively monitoring adverse media coverage for all Tier 1 and Tier 2 suppliers through a third-party system. Tier 1 and Tier 2 vendors are defined as vendors with strategic value and vendors with high spend, respectively.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Global Sourcing has added the role of “Director of Compliance and ESG” to more closely manage Wiley vendors. This role is focused closely on monitoring and improving internal and external compliance and risk. Global Sourcing monitors and addresses vendor risk in partnership with internal Legal, Finance, Technology, and ESG groups.

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.

Global Sourcing will continue to work with suppliers to review any actions that they have taken to address modern slavery in their 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 steps to improve its approach to assessing supply chain risks. Risk is monitored based on distinct categories. These categories include Regulatory & Legal, Environmental & Social, Financial, and Operational risk. Additional considerations include vendor geographic risk, product & services, and annual spend. Using this matrixed approach, the team identifies risk relating to Tier 1 and Tier 2 vendors. Once an issue is identified, Global Sourcing escalates the issue within the organization and initiates a supplier improvement process. The major risks we have identified were in outsourcing of services to third parties around the world.

COMPLIANCE ACTIONS THAT WILEY HAS CONDUCTED RELATING TO MODERN SLAVERY

Wiley imposes 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, Global Sourcing manages supply chain risk, including incidents of Modern Slavery, by actively monitoring adverse media for all Tier 1 and Tier 2 suppliers through a third-party system. Finally, we aim to ensure that we have the right to audit our suppliers and the rights to terminate contracts with key vendors if we find any breaches.

Global Sourcing has proactively contacted major 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 to confirm compliance. Attestations have been received from Vendors who represent 72% of the spend managed by Global Sourcing. We plan to continue to extend this program to ensure additional vendors from all vendor categories attest to the Wiley Business code of Vendor Conduct and compliance with Modern Slavery Legislation before engagement.

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. US Global Sourcing team members are currently enrolled in Certified Procurement Operations training via Next Level Purchasing Association (NLPA), plus supplemental training relating to Ethical Sourcing accreditation is also required.

Wiley engages directly with its 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 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
- Technology

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 2023.