

## **Pearson Human Rights Statement**

### **COMMITMENT**

Pearson's mission is to create vibrant and enriching learning experiences designed for real life impact. We understand that quality education is a fundamental human right. Education can create a more inclusive global society and economy. It helps improve lives, expand economic opportunities, and build mutual understanding.

As a founding signatory to the UN Global Compact, Pearson is committed to respecting all human rights as defined in the Bill of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. We take guidance from the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (Guiding Principles).

### **APPROACH**

Our approach to human rights begins with understanding how our activities, and the activities of our business partners, may impact our stakeholders, either positively or negatively. These stakeholders include: employees; consumers; educational institutions and educators; business partners; governments and regulators; and shareholders. We strive to ensure that the rights of these stakeholders are respected and promoted through our activities and those of our business partners. We report on stakeholder key concerns and Pearson's response to those issues in the Annual Report.

As part of our ongoing commitment to implementing the Guiding Principles, Pearson will conduct periodic Human Rights Impact Assessments (HRIAs) to reassess our human rights impacts and opportunities and ensure our understanding remains up-to-date as our lines of business and operating contexts change. We will continue to manage risks by integrating the outcome of HRIAs into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our stakeholders about how we address impacts.

### **KEY IMPACT AREAS**

We believe in providing a safe, inclusive work environment for our employees and contractors wherever we do business. We have policies and processes in place to prevent discriminatory, illegal, and inhumane labour practices, including human trafficking, in our places of business, as well as to address violations when they occur. We respect the right of employees and contractors to freedom of association and representation through trade unions, work councils, or other appropriate means of representation.

We believe in doing business with partners, including suppliers and customers, who operate responsibly and share our values and commitments to human rights. We expect all of our business partners to oppose and avoid involvement in illegal and inhumane labour practices, including child labour, forced labour, human trafficking or any form of modern slavery.

We support lifelong learning and believe everyone should have access to inclusive and effective education opportunities. Consumers who use and are affected by our products and services are unique and diverse. We are committed to doing more to improve education access, affordability, and outcomes for all learners through our products and services, broader influences on learning, and community engagement.

We recognise that we need to work in partnership with other global organisations to address industry-specific human rights issues. Pearson offers a growing portfolio of digital products, services, and platforms. Technology and data-driven personalised learning can play a key role in improving learning

experiences and outcomes for learners and educators. We are committed to managing the human rights risks and opportunities that may be linked to technology and digital offerings, including impacts on personal privacy and security.

## **GOVERNANCE**

Human Rights at Pearson is implemented through several policies, statements, and procedures, including: the Pearson Code of Conduct; the Pearson Business Partners' Code of Conduct (Partner Code); our Responsible Procurement Policy; Anti-Bribery and Corruption (ABC) policy; Raising Concerns and Anti-Retaliation Policy; Pearson's Safeguarding Principles; and our Global Content and Editorial Policy.

Our Code of Conduct serves as the foundation for the behaviours expected from all our employees. Every employee receives an introduction to Pearson's Code of Conduct, which is followed by regular training to help ensure that employees' actions align with the Company's commitments.

The Business Partner Code of Conduct clarifies the responsibilities and expectations we have of our business partners (which includes joint venture partners, vendors, franchisees, distributors, suppliers, contractors, consultants and agents) for ethical and responsible business practices. The Partner Code sets out our support for environmental stewardship, universal human rights, good labour practices, and decent working conditions. Compliance with the principles in our Code is a minimum standard of behaviour outlined in contracts and Pearson.

Ultimate oversight of human rights at Pearson falls with our Chief Executive and our board of directors. The board's Reputation and Responsibility Committee provides important oversight of our Sustainability Strategy. The board's Audit Committee has oversight over our Anti-Bribery and Corruption Policy, Code of Conduct, Business Partner Code of Conduct, and Anti-Retaliation Policy, in addition to its other responsibilities.

## **REPORTS AND REMEDIES**

We encourage and support reporting of potential human rights concerns through company grievance mechanisms. Employees and business partners may confidentially report concerns by contacting the Pearson Compliance Office at: [compliance@pearson.com](mailto:compliance@pearson.com) or by using [PearsonEthics.com](https://www.pearsonethics.com), an independent resource that is available 24 hours a day, 7 days a week in multiple languages and can be accessed through the website or the telephone.

All reports are reviewed and investigated, to ensure that appropriate remedies will occur. Pearson will not tolerate retaliation against anyone who, in good faith, raises a concern or participates in an investigation. We track and address all issues that are raised, and those which are substantiated are remediated. Material matters are reported to the Audit Committee of the Board of Directors and further action and reporting is taken as appropriate.

Signed by:



Andy Bird  
Chief Executive Officer