

Modern Slavery Statement 2021 – SAGE Publishing

Slavery and Human Trafficking Statement for the year ending 31st December 2021.

This statement has been published in accordance with the Modern Slavery Act 2015 and sets out the steps SAGE Publishing has taken during year ending 2021 to ensure that slavery is not taking place in our supply chains or in any part of our business.

Introduction

SAGE Publishing has zero-tolerance for all forms of modern slavery and human trafficking within our business and supply chains; as part of this commitment we are signatories to the SDG Publishers Compact of the United Nations, a collaboration with the International Publishers Association with an aim to accelerate progress of the Sustainable Development Goals (SDGs) by 2030.

In line with the Modern Slavery Act 2015, we have set out the steps we took to identify and minimise modern slavery risks. No evidence of modern slavery or forced labour was found in our operations or supply chain during the year ending 2021.

Our Structure and Governance

SAGE Publishing is one of the world's leading independent academic and professional publishers. Our mission is building bridges to knowledge — supporting the development of ideas through the research process to scholarship that is certified, taught, and applied.

SAGE Publishing is driven by the belief that education has the power to improve society, we focus on publishing impactful research and enabling robust research methodology.

We publish more than 1,000 journals and more than 800 books a year, reference works and electronic products covering business, humanities, social sciences, science, technology and medicine, to produce high quality educational resources that support instructors to prepare the citizens, policy makers, educators and researchers of the future.

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



SAGE Publishing is a trading name of:

- SAGE Publications Inc,
- SAGE Publications Ltd,
- SAGE Publications India PVT LTD,
- SAGE Publications Asia-Pacific PTE LTD

Active subsidiaries owned by SAGE Publishing include:

- CQ Press
- Corwin Inc.
- Adam Matthew Digital Ltd
- Talis Group Ltd
- Lean Library BV

SAGE Publishing has over 1,500 employees globally, all are directly employed, paid a living wage and are not considered vulnerable to modern slavery.

Our Supply Chain

SAGE Publishing operates a global supply chain and whilst we work closely with all our suppliers to build sustainable relationships, to ensure the highest ethical practices, we are mindful that some of our key products have extensive supply chains and complex manufacturing processes. Therefore, we continuously review our policies and processes and strengthen due diligence where necessary to improve visibility of potential risks within our supply chains.

Key products and service areas

- Pre-press work, typesetting and content management
- Manufacturing of physical books and journals
- Web services and digital content
- Couriers, shipping and logistics
- Warehousing
- Financial intermediation
- Facilities, including office supplies and cleaning
- Cloud and Data Centres
- Tech Hardware/Software

The Print Supply Chain

SAGE Publishing has identified that those parts of the supply chain that have the greatest potential risks of modern slavery are those manufacturing our books and journals.

Our books and journals are designed in-house and manufactured by third party suppliers. The team responsible for managing manufacturing supply chain in the UK, have set out clear standards and requirements to ensure all paper used for books and journals, procured by SAGE Publishing directly, is from forests that are managed responsibly and certified through Forest Stewardship Council (FSC) and/or the Programme for the Endorsement of Forest Certification (PEFC).

Additionally,

- Pre-press work and typesetting is outsourced and predominately carried out in India. As a high skilled sector, it isn't considered vulnerable to risks of modern slavery, we work very closely with these suppliers to understand how the work is carried out and plan to re-establish site visits and/or audits during 2022.
- Printers who provide branded products, i.e., journals and books, for distribution to our customers are required to complete an annual environmental and paper audit. We have a direct relationship with all our printers and do not consider this industry to have risks of modern slavery.

SAGE Publishing acknowledges there are wider risks within the print supply chain and therefore we continue to review, expand and develop our knowledge and due diligence processes to better understand these risks and work towards improving and mitigating.

Our Policies

SAGE Publishing has a number of global and local policies in place that ensure all employees, partners and suppliers are respected and treated equally, these include:

- **Employee Handbook** which includes details of the company's whistleblowing policy, and how to access the 24hr Employee Assistance Programme helpline and Employee Support Groups.
- **Dignity at Work Policy** covering SAGE's commitments to providing working environments that are free from harassment and bullying to ensure that everyone is treated, and treat others, with dignity and respect.
- **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.
- **Equal Opportunities Policy** that ensures there is avoidance of discrimination in the workplace and equal employment opportunities for all staff.
- **Contractual Provisions** where possible and if appropriate, our standard terms and conditions include modern slavery clauses and decent work provisions which our suppliers are expected to adopt

Risk Assessments & Due Diligence

SAGE Publishing is part of the Book Chain Project, which has a platform specifically designed for the publishing industry to access environmental information; it brings data relating to the paper and print functions together in one place for complete transparency and provides all Publishers a collective voice to improve practices across the supply chain.

SAGE Publishing undertakes onsite visits across parts of its supply chain. Unfortunately, we were not able to undertake a full programme during 2021 but intend to re-establish site visits and audits during 2022.

Training

Whilst 2021 continued to be a challenging year, SAGE Publishing ensured key teams and individuals involved in sourcing and managing procurement of higher risk supply chains, maintained awareness and knowledge of the key issues and risks.

Next Steps

Over the coming year SAGE Publishing is developing its global Sustainability Strategy and Carbon Reduction Plan which will incorporate ethical management and sourcing; specific actions to include:

- Enhance the ethical supply chain management section in our Environmental and Paper Audit Questionnaire and extend out to wider supply chain.
- Extend our BookChain membership to include the Labour and Environment Module.
- Refresh our supply chain mapping exercise.

- Identify where contractual modern slavery provisions could be expanded.
- Refresh company-wide awareness campaign and identify training opportunities.
- Development of a Supplier Code of Conduct.
- Re-establish onsite audits to key suppliers.

Richard Thame
Finance Director, SAGE Publications Ltd

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