



2020

Modern Day Slavery Statement

We are committed to treating all our workers with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible ethical operations.

We provide this statement to record and demonstrate this commitment to our teams, to our suppliers, to our partners including universities and education institutions, to all our students, and to the public.

ABOUT

Studiosity is a small organisation of 34 full or part time employees, with Head Offices in Sydney, Australia and Richmond, UK. Our service is comprised of three core parts: *Connect Live*, that is, on-demand live, one-to-one chat for study support; and, *Writing Feedback*, that is, personalised English-writing feedback; and, we deliver the capability for universities to run peer-to-peer support at the scale and volume necessary within their own institutions. Students receive core skills help in Connect Live and Writing Feedback thanks to our remote team of 600-700 tutors, Studiosity's 'Subject Specialists.'

Our service is designed and built by our own developers, and run and delivered by our own Academic Services, Student Engagement, Marketing, Account Management teams. For continuous advice we also engage an [Academic Advisory Board](#), comprised of current or former leaders in the higher education sector, and we also receive critical oversight by our [Board of Directors](#).

As an online service, our primary suppliers are digital or web-based providers. With our own IP and custom-built platforms we can deliver services with a smaller

footprint of suppliers, while maintaining our standards, reducing turnaround times, and reducing external risk.

CHILD AND FORCED LABOUR

A critical eligibility criteria to apply for a Specialist position at Studiosity is a completed Bachelor's Degree. In addition, all candidates have to share a valid Identification proof with which we check their age to ensure they are 18 or above.

LIVING WAGES

Our Subject Specialists are paid an hourly rate that is commensurate or exceeds legislated standards in their country of residence.

The welfare of Studiosity's specialists is of key importance to the success of our partner programs and our mission of helping students. Specialists set their own work hours and the time and amount of hours is at their discretion.

The flexibility of working from home, at a time that is personally convenient, while earning a living wage is a huge benefit for our Specialists, along with the satisfaction of delivering real-world outcomes for education and student wellbeing.

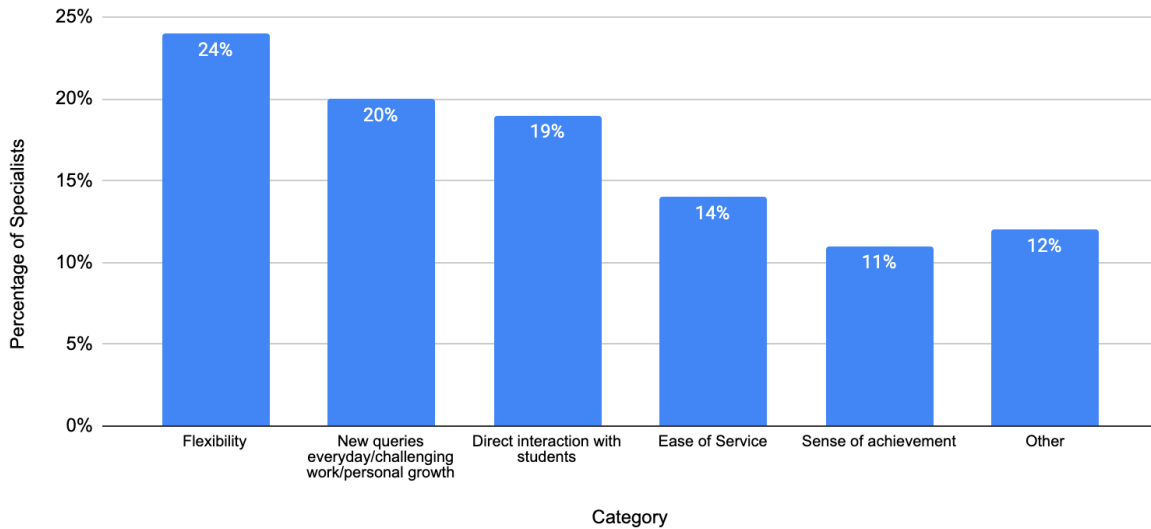
TEAM FEEDBACK

We are continually looking for new ways to open communication from all team members. For Head Office staff, we deliver a 40-question, anonymous satisfaction survey once a year to find new areas to act on.

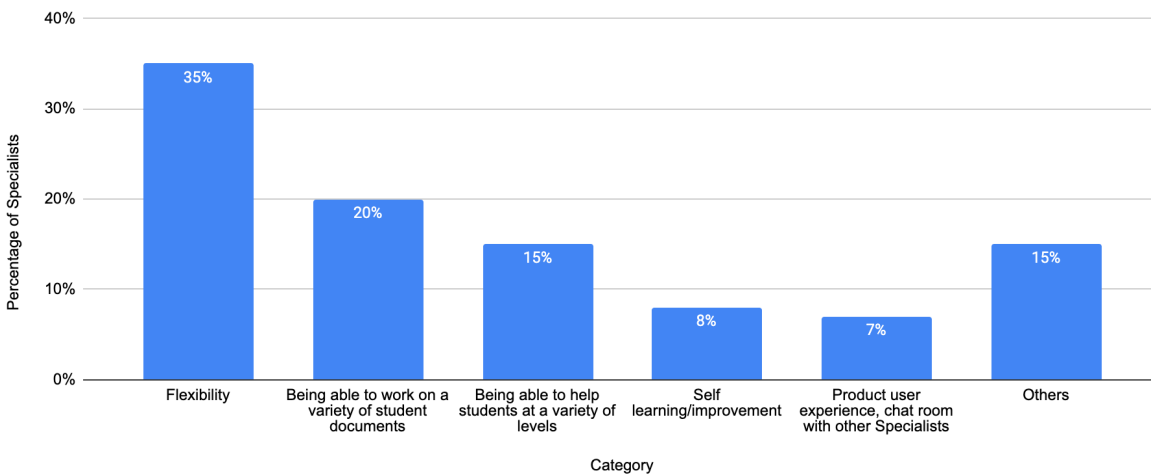
We also survey our online Subject Specialists twice annually. The team can provide anonymous feedback on their satisfaction, as well as providing open feedback. Results from the survey revealed some of the reasons why specialists choose to work for Studiosity, and their satisfaction ratings of various aspects of their role and are shown in the graph below.

All online Subject Specialists also have a Mentor, to oversee their work, provide direct feedback to management, and to continually monitor satisfaction and wellbeing.

Specialists who work in the Connect Live - live chat - part of the organisation



Specialists who work in the Writing Feedback part of the organisation



WORKING CONDITIONS

Studiosity takes care to ensure working conditions for employees in their offices are safe and hygienic.

Specialists assist students remotely. Studiosity does not state any specific location for work, provided they are not working outside the country they have been hired from.

Studiosity shares worksite guidelines/best practices with our specialists when onboarding and in ongoing training, and in our employment contracts to ensure

Specialists are aware of the recommendations for a safe and healthy working environment.

On accepting the contract role they agree to an average of at least 10 hours per week. It is always the Subject Specialist's choice when they work and how many total hours they work across the week.

CONTINUOUS DEVELOPMENT

We recognise that Modern Day Slavery is a problem that requires constant due diligence. Studiosity will continue to be critical of our supply chain, offer transparency into our operations, and continually look for ways to improve the overall experience of our teams.

POLICY ACCEPTANCE

This statement was approved by Studiosity Management, and covers all activities by Studiosity services and teams.

Contact:
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