



2023

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.

REPORTING ENTITY

Studiosity is classed as a volunteer reporting entity. We deem it important for our organisational culture, our global online team, our role in the education sector, and to our student users, that we volunteer to comply.

STRUCTURE, OPERATIONS, SUPPLY CHAIN

Studiosity is an organisation of 55 full or part time employees, with Head Offices in Sydney, London, and Toronto.

Our scaled, efficient online services facilitate the highest quality connections between students and academic support, for student mentoring, for data and measurement for teachers and administrators, and to deliver formative, authentic development of students' writing and learning aided by our global network of Subject Specialists and custom software.

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](#),

comprising current or former leaders in the higher education sector, and we also receive critical oversight by our [Board of Directors](#).

A minority investor, SEEK Limited (SEEK) and its controlled entities including Online Education Services Pty Limited (OES), have also prepared their own Modern Slavery [Statement](#) to the Commonwealth.

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, Specialists and Student Mentors, have to share a valid Identification proof with which we check their age to ensure they are 18 or above.

LIVING WAGES AND SATISFACTION

Our online Subject Specialists are paid an hourly rate that is commensurate with or exceeds legislated standards in their country of residence. By policy, we exclusively hire for these positions from Canada, Australia, United Kingdom, Ireland, and South Africa due to local academic and employment standards.

The welfare of Studiosity's Subject 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 additional income are all benefits for our Specialists and Student Mentors, along with the satisfaction of delivering real-world outcomes for education and student wellbeing.

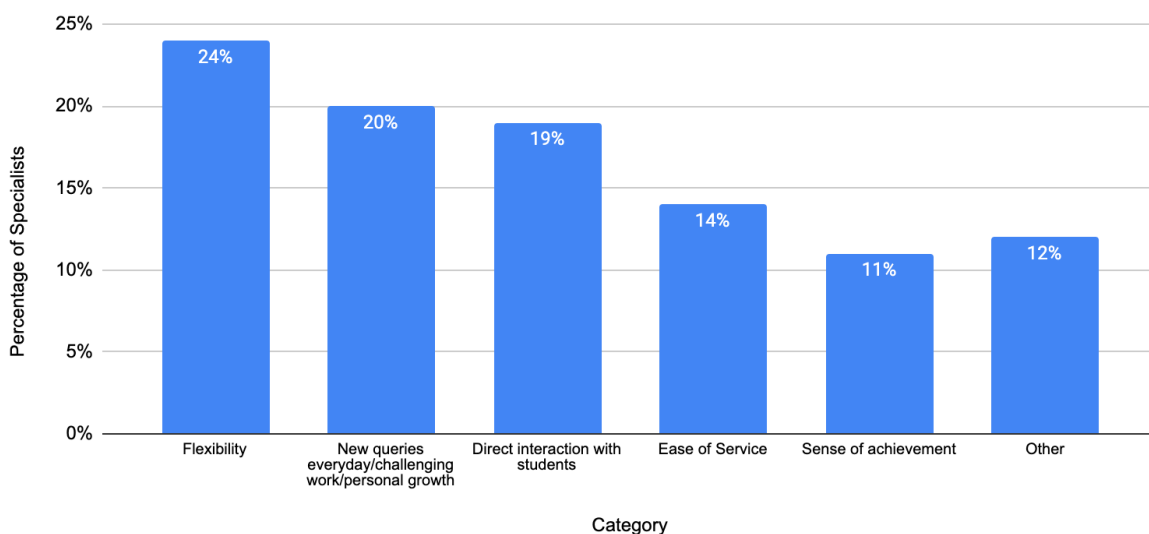
TEAM FEEDBACK

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 of improvement.

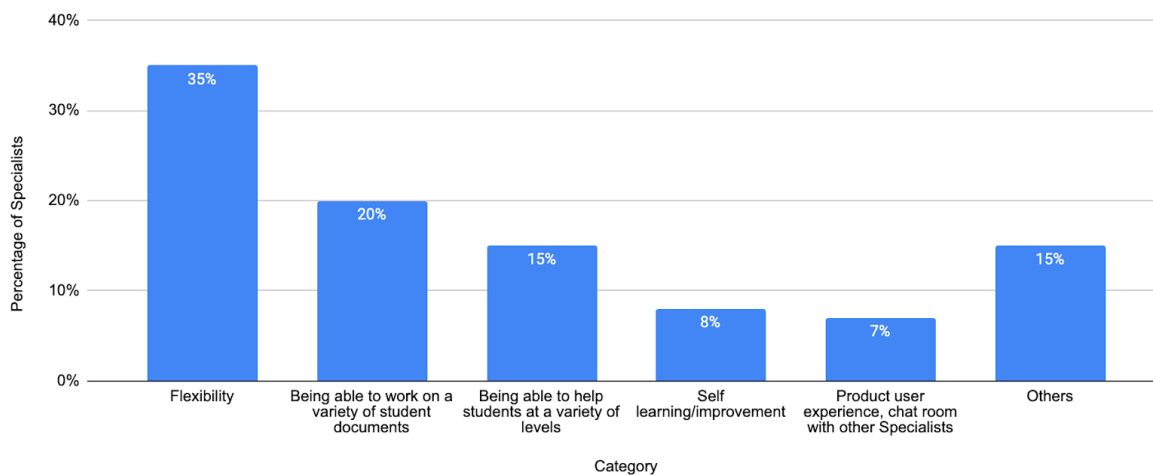
We also survey our online Subject Specialists twice annually and Student Mentors periodically with our education partners. The team can provide anonymous feedback on their satisfaction, as well as providing open feedback. Results from the survey revealed some of the reasons why Specialists choose to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

All online Subject Specialists also have a Quality Assurance Specialist, 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.

Studiosity shares worksite guidelines and best practices for workplaces when onboarding and in ongoing training, and in our employment contracts to ensure team members are aware of the recommendations for a safe and healthy working environment.

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. 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, also subject to any limitations imposed by local regulations, for example, Student Mentors while at university will be able to adhere to limits of maximum hours worked.

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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