

Wiley Australia
Modern Slavery Statement
1 May 2024 – 30 April 2025

This Statement has been issued by Wiley Publishing Australia Pty Ltd (“Wiley Australia”) on behalf of itself and its subsidiaries in accordance with the *Modern Slavery Act 2018 (Cth)* for the Financial year between 1 May 2024 to 30 April 2025.

Wiley Australia is a reporting entity under the provisions of section 5(1) of the *Modern Slavery Act 2018 (Cth)*. Wiley Australia’s ultimate parent company is John Wiley & Sons Inc which is registered in the State of New York, USA.

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

- John Wiley & Sons Australia, Ltd ACN: 009 673 081
- Wiley Publishing Australia Pty Ltd ACN: 085 710 952
- Integro Holdings Pty Ltd ACN: 077 494 609
- Integro Learning Company Pty Ltd ACN: 167 105 722

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

This statement is authorised by Wiley Australia’s board of directors and signed by a responsible member of the entity.



Chris Gray (Oct 29, 2025 12:01:14 GMT+11)

Chris Gray
Director
Wiley Publishing Australia Pty Ltd

**JOHN WILEY & SONS INC
and subsidiaries**

Modern Slavery Statement
2025

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 (NYSE: WLY) is one of the world’s largest publishers and a trusted leader in research and learning. Our industry-leading content, services, platforms, and knowledge networks are tailored to meet the evolving needs of our customers and partners, including researchers, students, instructors, professionals, institutions, and corporations. We empower knowledge-seekers to transform today’s biggest obstacles into tomorrow’s brightest opportunities. For more than two centuries, Wiley has been delivering on its timeless mission to unlock human potential. Visit us at Wiley.com. Follow us on Facebook, Twitter, LinkedIn and Instagram.

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 content flows through our online platforms. We contribute a high volume of scholarship across our portfolio of nearly 2,000 academic journals. 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 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](#) reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chain.

To ensure those in our supply chain and contractors comply with our values we have in place a [Vendor Code of Conduct](#). Additionally, Wiley has a dedicated internal department ("Global Sourcing") which works collaboratively across various functions and stakeholders to ensure Wiley Vendor Standards are met on a global basis for Wiley and its subsidiaries. As an example, Global Sourcing partners with our Legal department to manage supply chain risk, including incidents of Modern Slavery by actively monitoring adverse media coverage for Critical and High Risk suppliers through a third-party system. Critical and High Risk suppliers are defined as suppliers that have significant impact to Wiley operations should a business disruption occur. Global Sourcing is developing a more rigorous vendor pre-qualification and onboarding process that includes Legal review of Anti-Bribery and Corruption incidents for all new vendors. The new process is scheduled to go live by the end of calendar year 2025.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Global Sourcing has added a Corporate Vendor Management Office (CVMO) to collaborate with Vendor Standards Owners, including Legal, Technology, Business Continuity, Accessibility, and ESG. CVMO focuses on improving internal and external compliance with established Vendor Standards and works with the Vendor Standards Owners where vendor remediation is needed.

Wiley has systems and processes in place 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 actions that they have taken to address modern slavery in their supply chain.

The CVMO facilitates regular engagement with the Vendor Standards Owners to assess opportunities to develop Wiley's Vendor Risk Management practices. CVMO and Vendor Standards Owners regularly assess existing processes to identify opportunities to standardize, stabilize, and optimize processes and controls throughout the vendor lifecycle. The identified opportunities are then prioritized based on Strategic Impact related to Risk Management.

Wiley has various whistleblowing channels in place for employees and third parties to report concerns about modern slavery in the supply chain. One such channel is a hotline hosted by an independent third party that can be used to file confidential and anonymous reports 24 hours a day/seven days a week from anywhere in the world, electronically or by telephone. Wiley also has policies in place that prohibit retaliation against whistleblowers.

IDENTIFICATION OF RISKS IN THE SUPPLY CHAIN

The CVMO, in partnership with the Vendor Standards Owners, 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 Critical and High Risk vendors. Once an issue is identified, the relevant Vendor Standards Owner escalates the issue within the organization and initiates a

supplier improvement process. We understand that the following areas give rise to the highest modern slavery risks: 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 the UK *Modern Slavery Act (2015)* and the Australian *Modern Slavery Act (2018)* (“Modern Slavery Legislation”). In addition, Legal reviews ABAC risk for all new vendors during the onboarding phase to be deployed by end of 2025. Wiley’s Critical vendors are continually monitored for ABAC risk. Finally, we aim to ensure that we have the right to audit our suppliers and the right to terminate contracts with key vendors if we find breaches.

Vendors are required to agree to the Wiley Code of Vendor Conduct during onboarding. Additionally, the Wiley Master Services Agreement template includes language requiring a vendor has and shall maintain in place its own policies and procedures to ensure compliance with all applicable Laws, including anti-modern slavery laws.

TRAINING AND REPORTING

As part of our initiative to identify and mitigate risk, in addition to the mandatory ethics training for 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

Wiley engages directly with its workforce to promote the company’s policies and has set up a mechanism to safely report violations of the [Business Conduct and Ethics Policy](#) relating to the businesses that Wiley operates. Workers can report a violation of the [Business Conduct and Ethics Policy](#) through a host of reporting channels, including the whistleblowing hotline that is maintained by an independent third party that is described above. Other reporting channels include reporting concerns to a manager or company management, reporting concerns to corporate functions, such as the People Organization, Internal Audit, or Legal, or contacting the Compliance & Ethics function directly or through the whistleblowing hotline.

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
- Business Units
- Technology
- Business Continuity

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 2025.