



## *Statement on Human Rights*

### **Introduction**

Symphony Learning supports the protection and preservation of human rights around the world and is guided by fundamental principles of human rights, such as those in the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions. Our support for these principles is reflected in our policies and actions towards our employees, partner organizations, customers and the countries where we do business.

### **Our Employees**

Symphony Learning believes that every employee should be treated with respect and dignity and work in an environment that is free from discrimination. We are guided by principles such as those in the ILO Core Conventions regarding child labor and forced labor, freedom of association for our employees and the right to organize and bargain collectively, and equal pay and nondiscrimination in our workforce. We maintain an ethical work environment that reflects the core values of our company, and we provide a safe and secure workplace. We also communicate Symphony Learning's position on human rights to our employees, consistent with the rights and responsibilities provided for in local laws.

### **Our Partners**

Symphony Learning strives to support human rights through its partner organizations and customers by encouraging actions that are consistent with and further the objectives of this Statement on Human Rights, and by working with companies whose corporate values are consistent with ours. We see relationships as an opportunity to share best practices and believe in a continual process of learning, improving and evolving our procurement processes with respect to human rights.

Symphony Learning seeks to do business with customers who share our values with respect to human rights. We exercise appropriate due diligence on partners and customers to ensure that Symphony Learning maintains high ethical standards. Through our relationships we have an ability to share best practices, which we hope will further the promotion of human rights around the world.