



Communication on Engagement (CoE)

Period covered by this CoE: August 2023 to August 2025



Part I. Statement of Continued Support by the CEO

To our stakeholders:

I am pleased to confirm that Education Development Trust (edt) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

As an organisation, edt's purpose is to increase the life chances of individuals by improving education and skills outcomes which resonates with the principles of the UN's Global Compact as well as the Sustainable Development Goals (SDGs) – particularly SDG 4 (quality education) and SDG 8 (decent work and economic growth). With this purpose in mind, we undertook a robust review of our own systems and organisational structure in 2023–24 and developed edt's strategy for the next five years, alongside a refreshed set of values. This provides the scaffolding to ensure we demonstrate the impact of work as we deepen our presence in existing markets with current partners while building new partnerships and extending into new territories. We are committed to ensuring we deliver high impactful outcomes.

In this CoE, we describe the actions that our organisation has taken to support the UN Global Compact and its Principles. We also commit to sharing this information with our stakeholders using our primary internal and external channels of communication.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Dan Sandhu'.

Dan Sandhu
Chief Executive Officer

Part II: Description of Actions

INTRODUCTION

At edt, we are a values-led organisation and are committed to ensuring that our strategy, culture and day-to-day operations align with the Ten Principles of the UN Global Compact. Since joining in 2018, we have looked for opportunities to promote and raise awareness of this commitment, both within and outside our organisation. For example, we continue to include a strapline to the standard email signature used by our staff globally stating edt's commitment to the UN Global Compact. We have also highlighted our commitment to the UN Global Compact in our annual trustees' report and on our website.



On the following pages, we detail our relevant policies and commitments as they relate to each of the Principles.

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights

Our relevant policies:

Anti-slavery and Human Trafficking policy and statement

Global safeguarding policies

Protection from sexual exploitation, abuse and harassment policy

Whistleblowing policy

Policy commitment:

We have a policy framework in place to ensure we regularly review our policies in accordance with any applicable legal timeframes. To maximise engagement, we may consult staff on changes and ensure that their views are considered and reflected in any updates. We also seek assurance on our compliance when appropriate.

At edt, we are committed to providing a work environment where the human rights of all employees are upheld, and they are treated with dignity and respect. We adhere to international human rights principles aimed at promoting and protecting human rights, including the United Nations Convention on the Rights of the Child, the United Nations Declaration of Human Rights, the International Labour Organisation's declaration of fundamental principles and rights at work, and the Ethical Trading Initiative, so that all employees are free from exploitation and discrimination and enjoy conditions of freedom, security, and equity.

Through our policies, we support and respect the protection of internationally proclaimed human rights and make sure our organisation is not complicit in human rights abuses.

How we demonstrate our commitment as an organisation:

To reduce any risks in relation to modern slavery, including the risk of exploitation of workers in our supply chains, we have conducted an annual review of our anti-slavery and human trafficking policy and statement in 2024 and 2025 and have an action plan for taking forward the results of our UK Government Modern Slavery Assessment.

Safeguarding is a priority for us at edt. Our corporate safeguarding committee comprising members of the trustee board and executive leadership team meets regularly each year. The committee oversees all safeguarding activities and seeks assurance on our continuous

improvement cycle to ensure both compliance with statutory requirements, and progress in safeguarding practice throughout the organisation. Our programmes have local safeguarding frameworks and reporting procedures, to ensure that all our beneficiaries receive the same level of protection and care and reporting is accessible for all. We have continued to use our serious incident case management and reporting system to ensure that concerns are promptly raised and addressed and monitored effectively.

The rollout of our organisational safeguarding e-learning module has provided a strong foundation for additional training that suits each context that we are operating in. Every business area has engaged with their regional e-learning module or other online training, ensuring that knowledge and practice have kept pace with international frameworks and national regulations.

Sharing our commitments outside the organisation:

Our robust due diligence criteria are applied to assess a potential partner organisation's ability to protect direct and indirect beneficiaries, and staff from sexual exploitation and abuse and harassment (SEAH) and all other forms of abuse. Our standalone protection from sexual exploitation, abuse and harassment policy was reviewed in September 2024 and will be reviewed again in September 2026.

Our whistleblowing policy and procedures (last reviewed in April 2025) enable all our people and partners to raise legitimate concerns without fear of reprisal and with the confidence that all concerns will be addressed promptly and appropriately.

LABOUR STANDARDS

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour

Principle 5: the effective abolition of child labour

Principle 6: the elimination of discrimination in respect of employment and occupation.

Our relevant policies:

Anti-slavery and Human Trafficking policy and statement

Due-diligence policies and procedures

Whistleblowing policy

Global inclusion and diversity policy

Employee Volunteering policy

Policy commitment:

We have a policy framework in place to ensure we regularly review our policies in accordance with any applicable legal timeframes. To maximise engagement, we may consult staff on changes and ensure that their views are considered and reflected in any updates. We also seek assurance on our compliance when appropriate.

How we demonstrate our commitment as an organisation:

Edt has a permanent staff consultation body called the Employee Voice Forum, this represents staff from all areas and locations and covers the management of organisational change, engagement on key policies that impact employment and formal staff communication for over 800 staff this is complemented by a Brunei-based employee forum which focuses on formal staff communication across a dispersed teacher workforce of over 200 staff. We also have other information channels such as organisation-wide teams for discussion and collective information sharing forums such as edt Live as well as a broad range of special interest groups focussing on areas such as equality and inclusion in the workplace.

For all staff globally to thrive and to reach their full potential, we work to create an inclusive and supportive environment in which differences are valued and where all staff have access to opportunity equally, regardless of their background. To achieve this aim, we have an inclusion and diversity policy which focuses on disability inclusion and a due diligence

process for all new programmes to assess impact from an inclusion perspective with the aim of proactively addressing any direct or indirect discrimination to ensure equitable programmes for all stakeholders. As a certified Disability Confident Employer in the UK, we proactively encourage disabled applicants to apply for roles at edt and implement workplace adjustments for employees who disclose a disability or long-term health condition. Edt's inclusion and diversity employee groups focused on, for example, ethnicity, gender, and neurodiversity provide safe forums for sharing and learning.

Colleague wellbeing is a priority, and edt offers a wide range of support for employees, including a global network of trained Mental Health First Aiders, free access to the mental health and wellbeing app, Headspace, and an extensive library of resources to support with financial, physical and mental wellbeing.

Belonging and respect are part of edt's core values. Our induction processes include a variety of awareness raising and training activities for new employees so that there is a consistent and shared understanding of what this means in practice at edt and is also clearly defined in our employee Code of Conduct and Dignity at Work policies.

Our policies, employment contracts and benefits are designed to support our core values – in particular our core value around embracing diversity and treating colleagues with respect. Including a focus on offering flexibility to our workforce and supporting initiatives that deliver social value such as the recent introduction of volunteering leave for our staff. We have a high level of participation in our flexible working practices enabling flexibility in terms of how, where and when people undertake their work for edt.

We continue to conduct regular anonymous employee engagement surveys to ensure that we are listening to our people, that we understand the challenges they face and are aware of any concerns they have in the workplace. We use trusted, well-established methodology (Gallup Q12) to enable us to monitor trends and benchmark against the sectors we work within. The results of the surveys are reported to the executive leadership team and the trustee board; they are shared with our management teams and across the global business. Teams develop action plans to address themes identified in the survey and accountability by managers for embedding these plans forms part of our ongoing management dialogue.

Meanwhile, our anti-slavery policy prohibits the use of modern slavery, child labour and human trafficking in our operations and supply chain. We make all reasonable efforts to identify any concerns relating to slavery, child labour and human trafficking, and are committed to implementing systems and controls to ensure modern slavery does not take place in our organisation or our supply chains. We also expect our suppliers to hold their own suppliers to the same standards. The Anti-slavery and Human Trafficking policy is kept under annual review, and all new staff are inducted into the policy.

Sharing our commitments outside the organisation:

We undertake due diligence on new partners, subcontractors and suppliers, and implement a robust whistleblowing procedure that ensures all reports are managed promptly and effectively to a satisfactory conclusion.

We build upon our internal awareness of the importance of inclusion and diversity across the organisation in all the work that we do and the programmes we deliver externally. We believe that our programmes and interventions are positively impactful for on the lives of our beneficiaries and their wider communities. Our work shows a commitment to demonstrating Social Value, both with internal staff and the beneficiaries of our proposed programmes (as stipulated in our submissions to UK government contract procurement).

Many of our programmes work directly with those who face discrimination or exclusion – for example, on the basis of gender – which may affect their current or future employment prospects. [Our impact 2023-24 - Education Development Trust](#)

Similarly, many of our programmes are designed to particularly benefit learners in communities which are disadvantaged and may face discrimination. [Our impact 2023-24 - Education Development Trust](#)

Through the delivery of our programmes, we provide additional benefit by working closely with government institutions, partners and communities to strengthen safeguarding policies, raise awareness about disability inclusion and affect policies that ensure disabled individuals have access to education and jobs. We support local initiatives relating to gender inclusion and the elimination of violence and discrimination, ensuring that our impact is broader than programme objectives, remaining ambitious in delivering positive impact where we work.

Edt provides employees with paid volunteering leave that aims to encourage employees to engage in volunteering activities, recognising the benefits it brings to both communities and personal wellbeing and development. Employees are supported to engage in a variety of community environmental initiatives, education activities and animal welfare and wildlife initiatives, all of which align with edt's purpose and values.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Our relevant policies:

Environmental Policy (UK)

Sustainable Development Policy

Carbon Reduction Strategy

Waste Management Procedure (UK)

Policy commitment:

We have a policy framework in place to ensure we regularly review our policies in accordance with any applicable legal timeframes. To maximise engagement, we may also consult staff on changes and ensure that their views are considered and reflected in any updates. We also seek assurance on our compliance when appropriate.

How we demonstrate our commitment as an organisation:

Our environmental policy and procedures encourage our employees to consider their impact on the environment whilst carrying out edt operations.

In the UK, we are compliant with both the Energy Saving Opportunity Scheme (ESOS) regulations and the Streamlined Energy Carbon Reporting (SECR) regulations. We report on carbon emissions in the Trustees' Annual Report. We continually seek to improve the quality and accuracy of this data, to facilitate more targeted reduction strategies.

We have an organisational commitment to reduce our emissions, with a target to reach Net Zero within the UK, set in 2021. Our Carbon Reduction Plan tracks our progress. The following principal actions from that commitment, alongside new actions, continue to have a direct impact on the energy efficiency of the organisation:

Having transferred to 100% renewable energy tariffs for all directly procured electricity (UK) In April 2020, we have now repurchased renewable energy to ensure a REGO backed electricity supply until March 2027.

We have conducted a further review of our Travel Approval Policy and process this year, to ensure our approach to travel is as considerate of climate change as possible, whilst remaining business-practical and appropriate to our clients' needs. We have moved to a new travel booking system which provides Improved environmental Impact data and have tightened expense policies to reduce the amount of travel booked outside of the central system.

In August 2023, we appointed an Environmental Lead as a dedicated resource to drive progress against our environmental objectives and improve the quality of our environmental data. In June 2025, we achieved the Internationally recognised ISO14001:2015 accreditation.

Our dedicated Environmental SharePoint page, launched for Earth Day April 2024, is a one-stop-shop for employees to access all Information Including policies, objectives performance data and impact. This page Is also used to raise awareness of wider environmental Issues, providing employees with 'top tips' to live and work sustainably, and linking to edt's research Into the Impact of climate change on education within Sub-Saharan African countries.

Across our global property portfolio, we consider the environmental impact of operations. During mobilisation and refurbishment projects, we seek to install energy-efficient technology such as LED lighting. During project or property closures, we seek to reduce waste, adopting the hierarchy of reduce, reuse, recycle as set out in our new waste management procedure. Wherever possible we seek to donate unwanted furniture to other educational institutions or charities.

Our cycle to work scheme in the UK also promotes cycling as an environmentally friendly alternative to cars and public transport and supports staff to purchase equipment.

Sharing our commitments outside the organisation:

Our UK schools play a vital role in educating pupils on environmental issues. They take part in many national awareness-raising projects, such as annual 'Earth Day' and Big Garden Bird Watch Week (RSPB). They include environmental issues within the curriculum, for example through relevant literacy texts, and within extracurricular activities, such as environmental clubs, debating environmental issues, school parliament visit to a recycling centre and Bike It training. In March 2025, separate food waste bins were Installed In both schools, allowing greater recycling.

Our skills advisers continue to work with employers and those seeking employment, raising awareness of 'green jobs'.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Our relevant policies:

Code of conduct policy
Whistleblowing policy
Anti-bribery and corruption policy
Gifts and Hospitality policy

Policy commitment:

We have a policy framework in place to ensure we regularly review our policies in accordance with any appropriate legal timeframes. To maximise engagement, we may also consult staff on changes and ensure that their views are considered and reflected in any updates. We also seek assurance on our compliance when appropriate.

How we demonstrate our commitment as an organisation

The key policies that inform our work against corruption are our code of conduct policy that provides guidance and raises awareness of the standards and behaviour we expect from all our employees, our whistleblowing policy (explaining when and how to report violations), our anti-bribery and corruption policy, and our gifts and hospitality policy.

The code of conduct brings together from other corporate policies the key standards in the prevention and detection of corruption. Employees must comply with requirements to raise matters of concern, to avoid or declare potential conflicts of interest with rules concerning the offer or acceptance of gifts and hospitality.

The whistleblowing policy informs employees of their right and duty to raise any matters of concern and sets out the mechanism by which they and other third parties are able to report potential incidents, including bribery or corruption. All allegations concerning bribery or corruption are investigated and appropriate action is taken.

The anti-bribery and corruption policy prohibits the payment or receipt of unlawful incentives or facilitating payments in the course of business. The gifts and hospitality policy states our commitment to be impartial and honest in the conduct of official business, to reject improper business practices and to maintain a register of gifts that have been deemed acceptable.

In addition to these policies, we have procedures and controls to address a range of corruption-related risks, embedded in our handbooks and operating procedures for due diligence and sub-contracting, finance, human resources and procurement.

Training is provided to employees on our approach to preventing bribery and corruption at induction and at specific sessions on the code of conduct and anti-corruption. Communications from leaders reinforce these commitments to remind employees of their obligations.

Part III. Measurement of Outcomes

At edt, we strive to change education for good around the world, grounding our work in research and evidence of what works. We demonstrate our impacts in an [annual impact report](#) covering September 2023 to August 2024, which is available on our website. [Our impact 2023-24 - Education Development Trust](#)

Our Impact and Measurement of Outcomes

In 2025 edt produced a global highlights reviewing [our-impact-23-24.pdf](#), along with three regional reviews detailing our impact in:

- the UK [our-impact-united-kingdom-23-24.pdf](#)
- the Global South [our-impact-global-south-23-24.pdf](#)
- the Middle East and Asia [our-impact-middle-east-and-asia-23-24.pdf](#)

Between September 2023 and August 2024, we worked in 39 countries in both low- and high-income contexts. We supported governments and other partners to deliver professional development programmes, improve schools, provide employability, skills and careers guidance, and strengthen education systems at scale. We helped educators grow in confidence, enabled marginalised children to learn, empowered schools to support each other, and contributed to the global evidence base of 'what works' in education.

Our purpose at edt is to increase the life chances of individuals by improving education and skills outcomes, and we are proud of the impact we have made on people at the different stages of life. From the three-year-old entering education for the first time, to the student studying for their exams; from the young person wondering what to do when they leave school, to the adult wishing to upskill or change their career.