



Pearson

**Global Compact:
Additional minimum
standards for suppliers**

1. Background

Pearson is a founding signatory to the Global Compact and annually reaffirms both our commitment and our ongoing support for its 10 principles.

As a global business, participation in the Global Compact provide an important framework for Pearson.

Our standard terms of business for all suppliers incorporate the Global Compact principles and these are set out in the [Business Partner Code of Conduct](#).

In addition, we have set out additional minimum standards we expect from our key suppliers. These standards are set out below and continue to be incorporated into key supplier contracts

2. Labor Standards

- We expect our suppliers and business partners not to use workers that are under the compulsory school age or under 15 years of age.
- We expect our suppliers and business partners to ensure their businesses and suppliers are free from slavery, servitude, forced or compulsory labour such as prison workers.
- We expect our suppliers and partners not to enforce a sixty-hour plus working week.
- We expect that employees of our suppliers and partners should be allowed at least one day off per week.
- We expect that wages and benefits offered by partners and suppliers should comply with prevailing laws and match local practices.

3. Freedom of Association and Working Conditions

- We expect business partners and suppliers to respect the rights of individuals in terms of freedom of association.
- We expect business partners and suppliers to offer a safe and healthy work environment.
- We expect business partners and suppliers that provide accommodation to workers to offer a safe and healthy living environment.
- As a minimum, we expect business partners and suppliers to demonstrate full compliance with local laws and regulations.
- We celebrate diversity, and expect business partners and suppliers to share our view that employment should be based solely on ability to do the job.

4. Environment Requirements

- We expect business partners and suppliers to be committed to improving their environmental performance.
- We use the existence of Environmental Management Systems, such as that required by ISO 14001, as a criterion when assessing potential suppliers and business partners.
- We expect business partners and suppliers to ensure that the processes, technologies and materials are used to minimise any adverse impact on the environment.
- During 2016, we will be unveiling more information on how our social innovation agenda will work and how employees can get involved

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