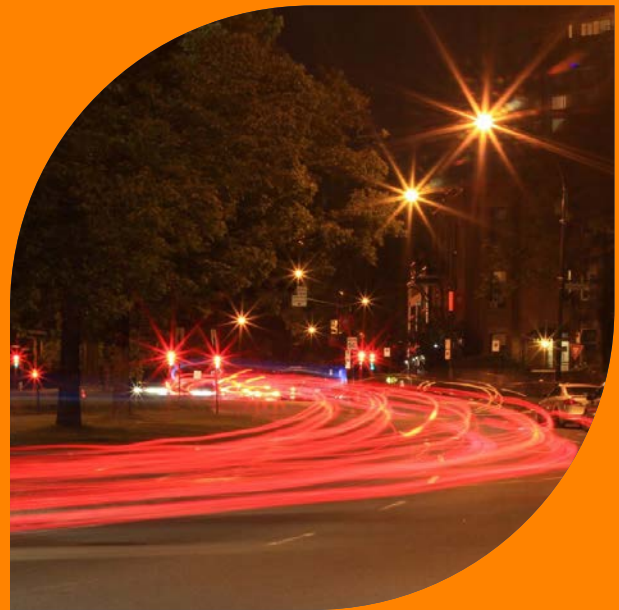




Modern Slavery Statement 2026

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Our commitment

IDP Education is a trusted leader in international education, championing innovation and insight to shape the future of the international education sector.

Our leadership extends beyond our global scale; it is about setting the standard for the international education sector. Across Student Placement and English Language Testing, we consistently lead with deep insight, genuine care, and an unwavering commitment to helping both individuals and clients thrive in our evolving global landscape.

For us, sustainability is woven into our purpose: **transforming lives through international education.** With a presence in over 60 countries, we have the influence and reach to enact real change.

We are a company built on trust, with a proud history of guiding students and test takers to take life-changing steps towards their future and supporting our clients. We remain committed to creating value by staying focused on quality and managing with discipline in today's environment while positioning the business to grow in the future.

Our commitment to being a trusted partner extends to how we operate, doing business ethically and responsibly, with a commitment to upholding human rights and preventing modern slavery in our operations and supply chain.

In FY26, we continued the evolution of our supply chain risk management approach by continuing our partnering with Fair Supply; an ESG risk intelligence and compliance solution to support our modern slavery risk assessment and due diligence process, and uplifting our procurement practices across IDP.

We did not uncover any instances of modern slavery within our operations, supply chain, or among our partners in FY26. We acknowledge the realistic possibility of modern slavery occurring in any value chain, and we remain committed to diligently monitoring and proactively address these risks on an ongoing basis.

This statement outlines our approach to addressing modern slavery in compliance with the requirements of the Modern Slavery Act 2018 (Cth) for the reporting period from 1 July 2025 to 30 June 2026 (FY26).



About IDP



Founded in Australia in 1969, we now operate in more than 60 countries and support thousands of students and test takers every day through a unique combination of trusted partnerships, digital innovation and human expertise.



We partner with more than 1,000 quality universities and institutions across Australia, Canada, Ireland, New Zealand, the United Kingdom and the United States.



IDP has more than 1,000 expert education counsellors around the world. Our unbiased guidance helps students build personalised pathways to success.



IDP also makes IELTS available in more than 2,100 test locations, and online options. We focus on building trusted human relationships, supported by the innovative use of data and digital technology.

IDP is a global leader in international education services, helping people transform their lives through international education.

Our global presence

IDP operates around the world, both directly and through our wholly owned subsidiary companies and foreign branches.

We have subsidiaries in Australia, Bangladesh, Cambodia, Canada, China, Egypt, Ghana, Hong Kong, India, Indonesia, Israel, Kenya, Nepal, New Zealand, Nigeria, Pakistan, the Republic of Korea, Saudi Arabia, Singapore, Sri Lanka, Thailand, the Philippines, Türkiye, the United Kingdom, the United States and Vietnam.

Additionally, IDP has branch offices in Malaysia, Mauritius, Oman, and the United Arab Emirates. For more detailed information on our subsidiaries, please refer to our Annual Report, available through our Investor Centre.

Beyond our direct presence, IDP also extends its services to other countries through third-party arrangements where we do not have a local office. This strategy allows us to make our services accessible to more individuals in more locations worldwide.

Reporting entities covered by the statement

This Statement is a joint modern slavery statement for the financial year ended 30 June 2026 covering IDP Education Limited ("IDP") and its wholly owned subsidiary IELTS Australia Pty Ltd ("IELTS Australia"), with both IDP and IELTS Australia being reporting entities under the Modern Slavery Act 2018 (Cth) (the Act).

IDP Education Limited and its wholly owned subsidiaries, including IELTS Australia, operate under shared internal policies and procedures. Therefore, any actions detailed in this statement regarding IDP's assessment and mitigation of modern slavery risks have been undertaken on behalf of both reporting entities.

For clarity, when we use "IDP," "we," or "our" in this statement, we are referring specifically to IDP Education Limited and its wholly owned subsidiaries, including IELTS Australia. No other IDP subsidiary meets the reporting entity criteria as defined by the Modern Slavery Act.



Global operations, workforce and value chain

IDP is a global international education company providing services in more than 60 countries around the world to help people achieve their study or career goals.

Our purpose is to transform lives through international education. We do this through our international network of teams who serve our customers and clients across our four main businesses.

Our workforce

As of 30 June 2026, our global team at IDP numbers more than 5,000 dedicated individuals directly employed across 30 countries. Eighty-nine per cent of our team members are located outside Australia, with the largest cohorts in South Asia and South East Asia.

We acknowledge that operating and employing people in countries identified by the Global Slavery Index as highly vulnerable to modern slavery presents potential labour rights risks. To address this, we have undertaken a thorough risk assessment of our direct workforce, identifying inherent geographic and role-based vulnerabilities.

We conduct ongoing reviews of our recruitment and employment practices across our entire network, including the workforce of organisations we have acquired, through our country audit program and other people-related audits such as our pay equity program. Our goal is to foster a work environment where every individual feels valued and secure.

Our value chain

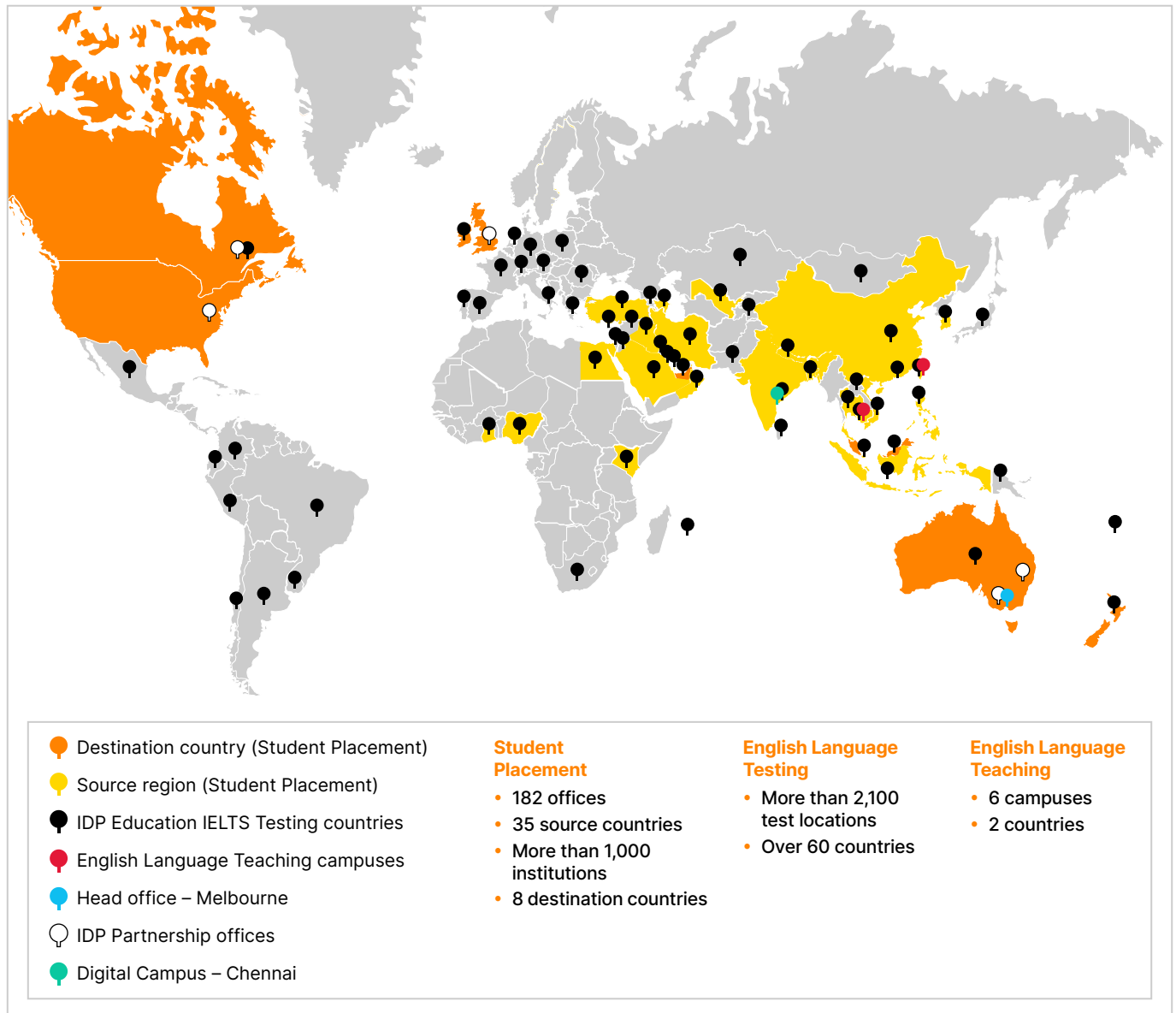
We work closely with a diverse range of suppliers and partners, including third-party test centre providers, contractors, and other service providers to deliver our services. These relationships are critical to our success, and we take our responsibility to reduce the risk of modern slavery and human trafficking in our supply chain management very seriously.



Our customers and services



Our locations



Our suppliers and partners

IDP procures products and services from suppliers based all over the world. Whilst global contracts are often procured from suppliers in Australia and the United Kingdom, we also engage with many local suppliers located in the same countries as our office locations.

In FY26:

- IDP's estimated total value of spend with suppliers was A\$150 million
- IDP engaged with more than 4,000 suppliers from 40 countries
- Approximately 79 per cent of our total spend was for the procurement of services
- Major suppliers¹ represent 74 per cent of our total spend

Supplier spend in FY26 was lower than the previous year.

1. Our classification of "major supplier" is based on IDP spend with a supplier having expenditure equal to or more than A\$100,000 in a single financial year.



The table below sets out IDP's key categories of spend and sourcing countries in the reporting period.

	Spend category	Description	Key sourcing countries ²	% of spend
	Financial and professional services	IDP partners with business and professional service suppliers to access specialised resources and expertise, complementing the work of its employees to meet specific technical and product requirements. • Technical consulting services • Systems implementation services • Legal, professional and audit services • Specialist contractor agencies	Australia, India, the United Kingdom	13%
	Building and facilities	IDP engages a range of suppliers to help us provide safe, productive and enjoyable facilities for employees, students and test-takers. • Office leasing and fit-out • Maintenance, cleaning and security services, waste management	Australia, Cambodia, China, India	17%
	IT hardware, services and software	IDP partners and procures a range of technology to enable us to deliver products and services to our customers. • IT consulting • Software and systems licenses • Computer and IT hardware • Web hosting and cloud and data centre services	Australia, Ireland, the United States	18%
	Marketing and print	IDP procures a range of products and services to enable us to reach clients, students and test-takers. • Advertising services • Printed media and collateral • Promotional items	Australia, India	17%
	Human resource services	IDP engages specialised services to support critical human resource functions. • Payroll services • Executive recruitment • Labour hire • Staff training • Organisational development	Australia, India, Indonesia, Nepal	10%
	Insurance	IDP partners with reputable organisations to provide insurance products over different aspects of our operations.	Australia	3%
	Other	• Shipping and couriers • Telecommunications • Travel and events • Staff benefits • Wearing apparel		22%

We engage third-party testing centres as IELTS delivery partners to run our English-language testing in locations where we do not have a local presence.

These delivery partners lease venues and engage staff such as invigilators and proctors to manage the delivery of IELTS tests. IDP manages the booking process and administration, as well as the marking and assessing of tests and communicating results to test-takers. Payments to third-parties are not included in IDP's modern slavery spend analysis.

IDP also has relationships with third-parties as part of our Student Essentials offering. These partners provide essential services to students at their study destination. These services are important for supporting students' success onshore. Student Essentials include services such as health insurance, student accommodation and financial services.

2. Sourcing country denotes the invoicing location of the vendor. Countries listed reflect a higher concentration of spend in that category.

How we identify and assess modern slavery risks

IDP remains vigilant in monitoring and addressing any identified modern slavery risks in our operations.

Direct workforce risks

To assess inherent modern slavery risks within our direct workforce, we considered the geographical distribution of our workforce against data that indicates the risk and prevalence of modern slavery in different jurisdictions globally. This analysis confirms that we have direct employees in high-risk geographies³, including:

- Bangladesh
- Cambodia
- Egypt
- India
- Kenya
- Nigeria
- Pakistan
- Saudi Arabia
- Sri Lanka
- Philippines
- Türkiye

All these countries have a Global Slavery Index “Vulnerability Rating” over 50.

IDP is a service-based international education business, which means the vast majority of IDP employees are engaged in professional or office-based roles. Consistent with analysis of our workforce in previous reports, IDP has identified several roles that have been traditionally more vulnerable to exploitation across some of the countries outlined above, including office support staff such as cleaners, drivers and security guards.

The identified high-risk geographies were then considered against IDP's risk and assurance activities, specifically the program of internal audit reviews at a country level that tests the compliance of local adherence to country obligations and IDP's global policies. This audit program is designed to review each country within the IDP network on a rolling three-year basis, with priority given to countries considered higher risk. As such, we are satisfied that there is a sufficient review of controls relating to compliance with employment policies, laws and regulations for each country-level internal audit conducted.

Supply chain risks

Risk identification

Each year, IDP has continued to enhance our modern slavery risk assessment process. In previous years, this has included improving the data quality that informs our risk identification process and partnering with Fair Supply, an ESG risk management and compliance tool that identifies and assesses modern slavery footprints of suppliers, and conducts detailed risk assessments using internationally recognised datasets. The analysis incorporates a range of risk factors, including the supplier's geographic location, their industry, and the nature of the goods or services procured. In FY26, IDP continued to partner with Fair Supply, leveraging deeper data analysis enabled by the platform, and invested in uplifting its procurement function, including strengthening supplier due diligence processes for new and existing suppliers, to include modern slavery and other ESG considerations where appropriate.

IDP analysed 255 suppliers, representing 84 per cent of IDP's supplier spend in FY25, for modern slavery risk through the Fair Supply platform. The output of this analysis identifies risks in tiers below our immediate suppliers. Major suppliers in industries of concern with high, moderate-high and moderate modern slavery risks were then considered for deeper assessment.

The United Nations Guiding Principles on Business and Human Rights consider whether risks were ‘caused’, ‘contributed to’ or ‘may be directly linked to’ an organisation. Using this methodology, we did not identify any risks ‘caused’ or ‘contributed to’ by IDP. All the risks identified were in the category of ‘may be directly linked to’ IDP.

3. Referencing the high-risk countries from the Walk Free Global Slavery Index.

	Industry of concern	Nature of risk
	Business services including financial and professional services	There is a risk that suppliers of these services do not meet minimum requirements for minimum wage and conditions in higher-risk geographies.
	Building and facilities including construction	There is a risk that building, facilities management and construction providers do not meet minimum requirements for minimum wage and conditions in higher-risk geographies. There is a risk that materials sourced for facilities improvements and construction are produced in ways that do not meet minimum requirements for minimum wage and conditions in higher risk geographies.
	Marketing, print and media	There is a risk that the production of goods used for marketing and promotion could be associated with vulnerable populations in higher-risk geographies due to it being a low-cost manufacturing activity.
	Travel and events	There is a risk that venue suppliers of these services do not meet minimum requirements for minimum wage and conditions in higher-risk geographies.
	Wearing apparel	There is a risk that the materials and component parts sourced through apparel providers are produced in ways that do not meet minimum requirements for minimum wage and conditions in higher-risk geographies.



Risk identification methodology

Fair Supply's supply chain risk analysis is performed using supply chain data from 190 countries and in relation to more than 15,000 industry sectors. Risk is quantified using a range of economic datasets and modelling coupled with human rights standards including with, the United Nations' System of National Accounts; UN COMTRADE databases; the Walk Free Global Slavery Index and the International Labour Organisation Global Estimates of Modern Slavery.

The results of this process, combined with IDP's spend data, are used to quantify the estimated number of people in forced labour per million dollars spent with each supplier, as well as a modern slavery risk profile down to tier 10 of the supply chain.

Risk assessment

The risk assessment conducted in the reporting period, FY26, was based on IDP's total FY25 procurement spend and the insights gained through the Fair Supply platform. In determining the focus of engagement during the FY26 reporting period, IDP built on engagement in FY25 by seeking further due diligence for suppliers that:

- Had an elevated risk of modern slavery based on the outputs of the Fair Supply risk assessment process
- Met the definition of a Major Supplier (spend greater than \$100k AUD in the reporting period)
- Had not previously responded to engagement/due diligence requests from IDP

A supplier with elevated risk means a supplier that has a high or medium-high risk profile through Fair Supply's assessment. Industries of concern for IDP's procurement activities means suppliers that are categorised as providing Business services, Building services, Construction, Marketing, print and media, Travel and events, and Wearing apparel.

Using the criteria, In FY26, 149 suppliers were identified for further modern slavery engagement.

Suppliers are required to complete a questionnaire, with suppliers receiving a residual risk score based on their responses. The questionnaire also required suppliers to provide evidence of policies, procedures, controls and practices they have in place to minimise the risk of modern slavery occurring within their operations and supply chains.

At 30 June 2026, 17 (13%) of the elevated risk suppliers had been assessed for residual modern slavery risk based on their responses to the self-assessment questionnaire. IDP has consistently found willingness and capability to engage with this topic varied throughout the regions in which it operates. In FY27, IDP will continue to seek engagement with vendors who have not finalised their responses and work with Fair Supply on ways to improve engagement throughout the supply chain.

Addressing risks

We continue our commitment to partnering with our suppliers to collectively improve human rights practices throughout our supply chain. Where our due diligence assessment reveals a high residual risk of modern slavery, IDP collaborates directly with the relevant suppliers to mitigate these concerns. Suppliers identified through the reporting period with high residual risk of modern slavery will be further engaged by IDP to:

- Highlight identified risks: by pinpointing specific responses that indicate modern slavery risks
- Recommend actions: suggesting steps for suppliers to adopt to address these risks
- Provide support: assist suppliers in implementing the recommended actions where possible

In line with IDP's Supplier Code of Conduct and Modern Slavery Response and Remedy Framework, if an existing supplier is unwilling or unable to take satisfactory steps to address identified control gaps, IDP will initiate proportionate remedial actions. These actions could ultimately lead to contract termination. To date, we have not terminated any supplier contracts due to modern slavery.

Operational controls to address our modern slavery risks

Supplier governance

- Supplier Terms & Conditions clearly outline IDP's commitment to combating modern slavery, which are incorporated into all purchase orders for goods and services. These terms outline IDP's expectations of our direct suppliers and their management of modern slavery supply chain risks
- IDP has a Modern Slavery Response and Remedy Framework. This framework, inspired by Walk Free's guidelines, adopts a victim-centred approach and details our strategy for responding to and remedying identified instances of modern slavery
- We partner with Fair Supply to strengthen our approach to modern slavery risk assessments and investigate suppliers and partners beyond Tier 1

Audit and compliance

- Consistent review of our key compliance obligations across IDP's global operations through our global Compliance Management Framework
- Dedicated Group Internal Audit function that regularly tests the design and operational effectiveness of internal controls throughout our network, encompassing country management, operations and supplier governance. The team maintains a regular schedule of country audits to test adherence to IDP's global policies, procedures, and processes
- Global Governance, Risk and Compliance (GRC) Management System further embedded during the reporting period, to enable central monitoring of the areas within our Compliance Framework, including modern slavery risks

Modern slavery training and resources

- Regional ESG activities were continued in FY26 in IDP's South Asia region with a focus on Indian and Nepalese Corporate Social Responsibility requirements. IDP is reviewing the best structure for ESG engagement at a Regional and Country level and will refresh this structure in FY27

Measuring effectiveness

Modern slavery risks are constantly changing, and IDP is committed to continuously measuring the effectiveness of our supply chain initiatives.

This ongoing monitoring confirms that our risk framework is being effectively implemented. It also helps us identify and act on opportunities for improvement, ensuring our suppliers receive the support they need to enhance their practices.

Key metrics and insights from the modern slavery risk assessment process help IDP to measure the effectiveness of our programs. The following metrics provide an overview of our progress in FY26.

Metric					
					
Total number of suppliers analysed for modern slavery risk	Number of major suppliers analysed for modern slavery risk	Number of major suppliers with elevated risk rating (High, Moderate-High, or Moderate)	Number of major suppliers who completed a modern slavery self-assessment questionnaire	Number of modern slavery-related incidents identified in IDP's direct workforce	Number of modern slavery-related incidents identified in IDP's supply chain
FY26 Insights					
4,513	255	149 ⁴	17	0	0

As discussed in the risk assessment section above, supplier participation in the self-assessment questionnaire has been consistently low in FY26 and in previous reporting periods. Of the 149 suppliers engaged with 17 completed the survey in FY26 (13%). Lifting engagement effectiveness for suppliers on Modern Slavery risks is a key priority for FY27.

While no instances of modern slavery have been reported, we continue to closely monitor this area across all IDP countries that engage with suppliers.



4. 136 suppliers who met the requirements for further review in FY26 and 13 suppliers identified for review in FY25 who did not complete an assessment in the previous reporting period.

Governance and consultation

Protection against modern slavery is a key element of IDP's Corporate Governance Framework.

Corporate governance

We acknowledge that our global business model operates in diverse environments, some of which present a heightened risk of modern slavery. Our Corporate Governance Framework promotes responsible management, ethical conduct, and protection against modern slavery through policies, internal controls, and risk management. Details of our corporate governance practices for the year ended 30 June 2026 are available in our 2026 Corporate Governance Statement.

The Board, through the Audit & Risk Committee, is responsible for oversight and management of material risks, including modern slavery and human rights. Management of modern slavery issues and risks at IDP is led by the Risk & Procurement functions and supported by regional teams, who are accountable for implementing modern slavery activities and supplier engagement within their regions.

IDP's Risk & Procurement team is accountable for reporting to the Group Sustainability Management Committee on the outcomes of Modern Slavery analysis, and to develop strategies to reduce Modern Slavery risk within IDP's supply chain. Ultimately, this Committee sets the overall direction for all our sustainability efforts, including modern slavery, across both our operations and supply chain.

Our governance structure



Policies and practices

Our IDP Code of Conduct sets the behavioural standards for everyone who works with us. It details how we conduct business, outlining the core principles and minimum expected behaviours. This code clearly states our commitment to ethical business practices and strictly prohibits any form of modern slavery or human trafficking. This applies globally to everyone representing IDP, including all team members, our Board of Directors, officers of IDP and its subsidiaries, and anyone engaged in a representative capacity.

The Code of Conduct is part of our onboarding process, accessible on our intranet and website, and forms the basis of our annual mandatory compliance training. This training covers important areas such as risk management, anti-bribery and corruption, privacy, and bullying and harassment. We also regularly review our Code of Conduct and global policies so that they stay relevant and clearly define the behaviours we expect.

Every team member is responsible for understanding and following the policies that apply to their role. They also annually read and acknowledge the Code of Conduct and other relevant policies. Our leaders are accountable for fostering a work environment that encourages ethical behaviour and compliance. We investigate all alleged Code breaches and take appropriate action. This might involve investigations by our Group Internal Audit team, or the People Experience Global Investigations team. Any significant breaches of the Code are regularly reported to the board's Audit & Risk Committee.

In FY26, we received no reports related to modern slavery issues in our supply chain through our whistleblower channels. While this is positive, we understand it does not mean modern slavery issues do not exist. We continue to work to improve the effectiveness of our reporting mechanisms to ensure any such incidents are brought to our attention.



Supplier Code of Conduct

Clearly outlines the expectations we have for our suppliers and partners. This includes their adherence to human rights, fair labour practices, environmental protection and strict prohibitions against human trafficking. It also covers health and safety, anti-bribery and corruption, data protection, and overall ethical business conduct.

We expect all our suppliers to comply with this code, as well as with all local, national and other applicable laws and regulations in the jurisdictions where they operate.

The Code also provides a clear mechanism for suppliers to report any actual or suspected breaches, including concerns related to modern slavery, directly to IDP's global procurement team.



Whistleblower Protection Policy

Our Whistleblower Protection Policy gives everyone a safe and clear way to report concerns about serious issues such as modern slavery or human rights. We strongly encourage honest and ethical behaviour, and we are committed to providing an environment where employees feel secure raising concerns if something does not seem right. The policy also outlines a clear process for escalating these concerns.

Our policy specifically includes suppliers as whistleblowers and provides confidential contact channels to reach IDP's dedicated whistleblower investigations team.

All reports made under this policy are investigated by our Whistleblower Investigations Team. All whistleblower activity is regularly reported to the Audit & Risk Committee.



Sustainability Policy

A clear framework that guides our strategy and decision making with respect to sustainability. It articulates our goals to always act ethically and responsibly, in line with the expectations of our stakeholders and ourselves both our stakeholders and ourselves.

A core principle of this policy is our deep respect for human rights and includes our commitment to managing sustainability risks within our supply chain.

Consultation

IDP operates directly and through wholly owned subsidiary companies and branches in more than 60 countries globally.

In undertaking this year's modern slavery assessment and preparing this statement, the Risk & Procurement team engaged with regional procurement leads to support vendor engagement activities. The outcomes of this year's analysis and engagement activities will be shared with our Global Leadership Team, including Regional and Country leads to promote greater consideration of modern slavery risk in our supply chain management practices.

Collaboration and engagement

In FY26 IDP reshaped its sustainability operations, now embedded within its risk, procurement and finance teams. As IDP embeds this new structure in FY27, we will consider opportunities to broaden our collaboration and engagement on our modern slavery programs.

Continuing our progress

IDP continues to develop our approach to supplier governance, risk management and controls to assess and address our modern slavery risks.

In FY26, we made progress against the commitments as set out in our FY25 Modern Slavery Statement and continue to build on those activities into FY27. IDP's focus on improving supply chain risk management will continue to be embedded in its broader procurement uplift activities. These priorities, while not all specifically related to modern slavery risk, will support the overall supplier governance and risk framework that governs our approach to modern slavery.

FY27 focus area	How this will improve our approach to modern slavery
 Continue supporting suppliers to complete supplier assessment questionnaires (retained from FY26)	• Complete due diligence of identified high-risk suppliers • Strengthen relationship with suppliers and build awareness of modern slavery risks • Review and enhance supplier engagement approach
 Continued rationalisation of IDP's supplier base to improve procurement efficiency (retained from FY26)	• Reduce modern slavery risks in non-major suppliers in geographies of concern • Reduce the number of small suppliers in identified industries of concern through consolidation of buying strategies embedded in our broader procurement planning activities
 Compliance and governance uplift to build consistent, compliant procurement practices across all regions and categories	• Embed and continually improve modern slavery due diligence at the supplier selection phase through improved ESG questionnaires and internal reviews managed by the Procurement team • Embed and continually improve supplier performance assessments to include ESG metrics throughout supplier lifecycle
 Further embedding of centralised and consistent procurement and third-party risk assessments across our network.	• Support our established ESG Committees with procurement frameworks and track procurement outcomes

Board approval of Modern Slavery Statement

This joint statement has been prepared in consultation with each reporting entity covered by this statement. It has been approved by the Board of Directors of IDP Education Limited and the Board of Directors of IELTS Australia Pty Ltd.

Further information on our broader approach to community and corporate responsibility is available at idp.com/partners/corporate-responsibility.



Tracey Horton AO
Chair
IDP Education



www.idp.com

IDP Education Limited
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