

# **Modern Slavery Act Transparency Statement**

This statement is being published in satisfaction of the statutory obligation under section 54 of the UK Modern Slavery Act (2015) on behalf of Coursera, Inc. (“Coursera”).

## **Our Business**

Coursera was launched in 2012 in California, USA, by Daphne Koller and Andrew Ng, with a vision of providing life-transforming learning experiences to anyone, anywhere. It is now a leading online learning platform for higher education, where millions of learners from around the world come to learn skills of the future.

In addition to offering content and credentials directly to individuals at Coursera.org, we also sell directly to organizations and institutions, including employers, colleges and universities, and governments:

- Employers can use Coursera for Business to help employees develop new skills in order to better acquire and serve customers, lower costs, reduce risk, and remain competitive in the new digital economy.
- In a new era of financial challenges for higher education and evolving student preferences for hybrid learning, colleges and universities can use Coursera for Campus to deliver online learning from leading university and industry partners, often at lower cost than comparable on-campus programs.
- Governments, facing high levels of unemployment driven by automation and amplified by the COVID-19 pandemic, can use Coursera for Government to reskill and upskill employees and citizens into fast-growing, high-demand digital jobs.

## **Our Commitment Statement on Modern Slavery and Human Trafficking**

Coursera strives to operate in accordance with the highest standards of conduct, ethics, and fair treatment. Accordingly, Coursera strongly opposes illegal human trafficking and forced labor (and all other forms of modern slavery) in any form.

## **Our Certified B Corporation Status**

In addition to being a public benefit corporation under Delaware law, we are a Certified B Corporation™ (“B Corp”). The term “B Corp” does not refer to a particular form of legal entity, but instead refers to companies that are certified by B Labs, an independent nonprofit organization, for meeting rigorous standards of social and environmental performance, accountability, and transparency.

The process for becoming a B Corp involves completing and passing a comprehensive and objective assessment of a business's positive impact on society and the environment, which includes over 200 questions measuring the business's impact on its customers, employees, communities, and the environment, as well as a validation process which includes review of supporting documentation and verification interviews. Once certified, every B Corp must make its assessment score publicly available on B Lab's website. Acceptance as a B Corp and continued certification is at B Lab's sole discretion.

We believe that our status as a B Corp further demonstrates our commitment to our mission and public benefit purpose. Additionally, we believe that maintaining our status as a B Corp will further strengthen the relationship of trust between us, our partners, our customers, and our employees as we together seek to empower anyone, anywhere to transform their life through learning.

## **Our Services and Supply Chains**

Coursera combines educational content with a technology platform that can serve learners on a global scale. Although we engage with suppliers for a range of services such as catering, cleaning, and waste disposal, the majority of our suppliers provide us with IT network services, marketing services, content, and software. We also work with several sales partners, for example, those to whom we supply services for them to resell to their customers.

We have assessed the risk of modern slavery or human trafficking occurring within our business, including our suppliers, and the measures we have put in place to mitigate such risks, including a Code of Conduct for Suppliers and Third-Party Intermediaries. We have assessed the inherent risk to be low and the residual risk, taking into account our risk mitigation measures, to be low.

## **Our Policies and Procedures**

Despite having assessed that Coursera's risks of modern slavery or human trafficking are low, Coursera continues to take the issue very seriously and has implemented various relevant policies and procedures in place.

As to our own employees, Coursera complies with applicable employment laws and has implemented written policies in order to do so. We require all our employees, officers, and directors to abide by a detailed code of business conduct and ethics, which requires that they comply with all laws, rules and regulations applicable to Coursera wherever it does business. This policy also requires employees, officers, and directors of Coursera to deal honestly, ethically, and fairly with its suppliers, customers, competitors and employees, and to ask questions, seek guidance, report suspected violations, and express any concerns.

Further, Coursera is committed to building a diverse and inclusive organization and our diversity, equity and inclusion (DEI) initiatives and programs strengthen our workplace culture and support talent acquisition and retention goals. We will continue investing in our DEI strategies to

enhance workplace diversity, promote cross-cultural learning, and advance our ongoing efforts to build a company where everyone can thrive.

Coursera's Code of Conduct for Suppliers and Third-Party Intermediaries sets out the minimum standard that Coursera expects from those third parties concerning their social, environmental, and ethical responsibilities. In addition, Coursera's standard terms and conditions require that all of our contractors, vendors, suppliers, and partners comply with all applicable local, state, national, and international laws including, but not limited to, employment laws, anti-corruption laws and any other laws that regulate how people work.

## **Reporting**

We believe that offering multiple channels to share information about ethical concerns is an important company practice that establishes a safe, organizational culture and aligns with high standards of corporate accountability.

In partnership with Lighthouse Reporting Hotline Services, Coursera encourages employees to share any information about activities that may lead to or that are unethical business practices. Reports may be made anonymously, online, over the phone or by email.

Our policies require that employees report all ethical violations, including illegal activity. However, if employees have any concern or suspicion that modern slavery or human trafficking is taking place in any part of our business or supply chain, they are urged to report such concerns.

## **Board Approval**

The above statement has been approved by the directors of Coursera, Inc. and constitutes its slavery and human trafficking statement for the fiscal year ending on 31 December 2022.

Signed: /s/ Jeffrey N. Maggioncalda

Jeff Maggioncalda, CEO, for and on behalf of Coursera, Inc.

Approved by the directors of Coursera, Inc. on 26 April 2023