

WEY EDUCATION PLC

(the “**Company**”)

Corporate Governance Statement

1 INTRODUCTION

1.1 This statement is made by me, David Massie, as the Company’s Executive Chairman and explains the Company’s present corporate governance arrangements and the standards with which the Company complies.

1.2 The Company has elected to adopt and comply with the QCA Corporate Governance Code (the “**QCA Code**”). This statement reflects the structures that the Company has adopted in order to achieve compliance with the QCA Code. The Company’s website (the “**Website**”) provides further explanation as to the Company’s compliance with the ten key principles of the QCA Code.

2 THE BOARD OF DIRECTORS

2.1 The Company (and thereby its group (the “**Group**”)) is ultimately managed by the directors of the Company (the “**Directors**”), who (individually and as a group) are responsible for running the Company for the benefit of its shareholders in accordance with their fiduciary and statutory duties.

2.2 The Board of Directors (the “**Board**”) currently comprises seven Directors: three Non-Executive Directors, the Executive Chairman and two Executive Directors (being the Director of Administration and Marketing and the HR Director). The roles of the Chairman and the CEO are undertaken by the Executive Chairman.

2.3 The Board has three standing committees (the “**Committees**”): the Audit Committee, the Remuneration Committee and the Legal Committee. The Terms of Reference for each of the Committees are available on the Website.

2.4 The Board does not have a formally-established nominations committee. All matters concerning the appointment and removal of Directors, and for Executive and Non-Executive Director succession planning are considered by the full Board (with any appointments subject to a shareholder vote at the next Annual General Meeting).

3 EXECUTIVE CHAIRMAN

In my role as Executive Chairman, I am responsible for:

3.1.1 leading the Board and ensuring that all members are able to contribute to Board discussions and the wider running of the Group as appropriate;

3.1.2 ensuring that the Company acts in the best interests of shareholders and other stakeholders; and

3.1.3 the Group’s corporate governance arrangements.

4 EXECUTIVE DIRECTORS

- 4.1 Jacqueline Daniell is the Director of Administration and Marketing and is responsible for the student recruitment and marketing functions and supporting the Executive Chairman in his role.
- 4.2 Tony Knowles is the HR Director and is responsible for all people matters within the group.

5 NON-EXECUTIVES

- 5.1 The Non-Executive Directors are John Bridges, Barrie Whipp and Dame Erica Pienaar.
- 5.2 The Non-Executive Directors challenge and scrutinise the performance of the Executive Directors, while supporting them in their delivery of the Company's strategy and management of the Group's risks.

6 THE COMPANY SECRETARY

- 6.1 The Company Secretary is Barry Nichols-Grey and, in conjunction with me, he ensures that accurate, timely and clear information is provided to the Board in order for informed decisions and discussions to take place.
- 6.2 The Company Secretary is responsible for advising the Board on governance matters and regulatory requirements. The appointment and removal of the Company Secretary is a matter reserved to the Board. All Directors have direct access to the Company Secretary and to independent professional advice at the Company's expense as required.

7 FREQUENCY OF MEETINGS

- 7.1 The Board meets at least four times a year and relevant information is distributed to Directors in advance of the meetings.
- 7.2 The Group does not have a formal schedule of matters reserved to the Board but does maintain a delegated authority framework which is periodically reviewed and approved by the Board. Save for those matters delegated, the Board makes decisions on all material matters including strategy, annual operating and capital budgets, capital structure and financial and internal controls.

8 EVALUATING BOARD PERFORMANCE

- 8.1 The Board has a number of sources of information from which it judges its own performance and that of the individual Directors, these include but are not limited to:
- (i) financial performance indicators including revenue, student numbers, gross margin, net margin, earnings per share and cash flow;
 - (ii) the Company's share price;
 - (iii) reports from external auditors;

- (iv) shareholder feedback;
- (v) customer feedback;
- (vi) formal and informal reviews of its effectiveness by the Company's nominated adviser; and
- (vii) employee feedback.

8.2 All these factors are considered and action taken to improve performance as appropriate.

8.3 The Board will formally evaluate its own performance (whether itself, through its retained advisers, or by engaging external consultants) not less than once a year.

9 **COMMUNICATION WITH SHAREHOLDERS**

The Board attaches a high priority to communication with shareholders having regard to its obligations as a quoted public company and the AIM Rules. The Group liaises regularly with major shareholders and there is an opportunity for individual shareholders to question the management of the Company through the Executive Chairman at the Annual General Meeting as well as Investor Events held by the Company.

10 **RISK MANAGEMENT AND INTERNAL CONTROLS**

10.1 The Board seeks to understand and manage the various risks that arise from its operations which include:

- a) reputational risk;
- b) contractual risk;
- c) technical risk;
- d) resourcing and infrastructure;
- e) anti-corruption and compliance;
- f) board and management succession; and
- g) price and margin.

10.2 The Board has overall responsibility for risk management and the Group's systems of internal controls. Responsibility for implementing sound and effective systems of internal control has been delegated to the Executive Directors and senior management.

10.3 Key risks to the Group's business are recorded in a Group Risk Register and mitigants, controls and corrective actions are reviewed regularly by the Executive Directors and the Board.

10.4 The Company's annual report and accounts (available on the Website) provide further details as to the Group's key risks (and the mitigants and controls deployed by the Group).

10.5 An organisational structure with clear operating procedures, lines of responsibility and delegated authority has been established and is kept under review. The purpose of the systems of internal control is to manage rather than eliminate the failure to achieve business objectives and can only provide reasonable, but no absolute, assurance against material misstatement or loss.

11 **WHISTLEBLOWING**

11.1 The Company is committed to legal compliance and ethical behaviour and the Board is at the forefront of this effort.

11.2 Any worker wishing to raise concerns about wrongdoing within the Company is encouraged to do so in accordance with the Company's Whistleblowing Policy

12 **CITY CODE ON TAKEOVERS AND MERGERS**

The Company is subject to the City Code on Takeovers and Mergers.

David Massie

Chairman

September 2018