



Policy	Anti-Slavery Statement
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1. Anti-slavery & Human Trafficking Statement

Beyond Horizons Academy Ltd is committed to providing opportunities at all educational levels. We believe that every individual, irrespective of their background, deserves the opportunity to lead a life filled with purpose and achievement.

We recognize that education empowers individuals to shape, transform, and innovate within their own lives and communities. Adhering to ethical business practices in line with our ethos as a socially responsible organization is paramount to the realization of our vision. Beyond Horizons Academy Ltd is dedicated to doing what is right by its employees, students, and partners and aims to act as a model employer at all times.

Our employment policies are routinely reviewed to ensure compliance with the latest legislation. We have established strong partnerships with our staff and unions to maintain a fair and transparent work environment. Our staff body strictly adheres to ethical standards to ensure that our supply chains are free from slavery and human trafficking.

2. Commitment

Beyond Horizons Academy Ltd has a zero-tolerance approach to slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships to ensure that slavery and human trafficking is not taking place anywhere in our own business or in any of our supply chains. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

3. Compliance with Legislation

We ensure all our financial and business operations comply with legal standards and international norms, including the Modern Slavery Act 2015. We expect all suppliers to comply with their national employment laws and regulations, particularly concerning minimum ages of employment, wages, number of hours worked in a week, and health and safety practices.

4. Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have systems in place to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

5. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

6. Awareness-raising program

We have established an awareness-raising program to inform our staff about the issue of modern slavery and to emphasize the importance of ensuring that our supply chains are free from such practices. We also provide information on how to identify and report any signs of slavery or human trafficking and encourage our staff to report any concerns to management.

Each incidence of noncompliance will be individually evaluated, and necessary corrective action will be taken. We would not do business with anybody who does not either completely comply with our policy or take demonstrable efforts toward compliance.