

Modern Slavery

Statement

August 2023

1. About this statement

High Speed Training Limited is committed to preventing acts of modern slavery and human trafficking in its business and supply chain, we expect the same high standards from our suppliers and customers.

Should any evidence be found we will not hesitate to take appropriate immediate action.

2. About us

You can find out more about us and our values [here](#).

High Speed Training Limited is a UK based company operating in the education sector. We provide training courses globally via our [website](#) and a range of supporting articles and content via our [hub](#).

We currently employ 100+ people and have an annual turnover of less than £36m. Therefore, we make this statement voluntarily as it is important to us to show that our business and everyone connected with it will not tolerate human trafficking or modern slavery.

Whilst our courses are produced entirely in-house, in order to provide our service to learners we work with a range of core suppliers from industry specialists to service providers. The majority of these are local to our headquarters in Ilkley - others are further afield. Over the years since 2007 we have built up many strong relationships with our suppliers and industry experts; all of these relationships are based on our shared values, growth and commitment to the highest levels of performance.

3. About our policies

We believe combating modern slavery and working ethically starts with us, we therefore have a suite of policies and procedures in place to support this including:

1. We are an equal opportunities employer
2. No forced labour is used

3. We ensure all employees are at least 18 years of age and are eligible to work in the UK via independent pre employment ID checks
4. We are proud to be a Real Living Wage accredited employer
5. All employees are free to join trade unions if they wish – all employees are consulted and supported to share their views on our policies, procedures and working practices
6. All employees receive annual training appropriate to their job role including employee well-being, alongside compliance
7. We provide a safe working environment and publish a H&S policy
8. Deductions for disciplinary measures are not made and full details of lawful deductions are provided on a monthly payslip
9. All full time employees work a Monday to Friday daytime 35 hour week contract, with flexible working arrangements including working from home
10. We do not operate zero hours contracts
11. We have a whistleblowing policy in place

These policies have been developed by working with our HR team and industry specialists.

4. Our due diligence

We extend our commitment to our suppliers by making them aware of our policies, and expect the same standards in return.

Our core suppliers are expected to meet the requirements of the Real Living Wage annually and are encouraged to have their own Modern Slavery procedures in place.

A risk assessment is carried on potential new suppliers before engagement and we monitor this when working with them.

We do this to:

- ensure standards are met
- highlight areas of potential risk in our supply chain
- reduce the risk of slavery and human trafficking occurring

5. Our risk and compliance

We consider ourselves to be low risk due to operating in the low risk education sector and the online electronic nature of our UK based service.

If a risk was identified in a potential new supplier, we would not commence activity until reassurances were met.

Should evidence of slavery or human trafficking come to light with an existing supplier (or customer) we would enforce zero tolerance and immediately seek to terminate the relationship.

6. Our effectiveness and KPIs

We keep the risk of modern slavery occurring under constant review in our day to day business and by performing an annual assessment.

Our target is simple and will always be zero.

7. Our training

As a training provider we constantly invest in educating ourselves and others. Right from our employee onboarding through to our annual compliance refreshers and acknowledgement of our policies we aim to give our employees the skills and ability to identify and report any potential breaches to this statement.

8. Our next steps

We will take the following actions:

1. Communicating this policy across our business
2. Publishing this statement on our website
3. Keeping it under review

9. Sign off

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes High Speed Training Limited's slavery and human trafficking statement for the financial year commencing 1st January 2023 and ending 31st December 2023.

This statement was approved by:

Signed:

A handwritten signature in black ink that reads "C. Urey". The signature is written in a cursive, flowing style.

Carole Urey - CEO
High Speed Training Limited
Dated: August 2023