

# Aurora

## Modern Slavery Act 2015

### Slavery and Human Trafficking Statement

This statement is made under section 54(1) of the Modern Slavery Act 2015 (MSA 2015). It is made on behalf of Aurora Care and Education Holdings Limited and its subsidiaries ("The Aurora Group") on 29 June 2021. It is signed by the Chief Executive Officer on behalf of the aforementioned group and constitutes a Modern Slavery and Human Trafficking Statement ("Statement") for the financial year ending 30 April 2021.

### About us

The Aurora Group was established in October 2015 and due to rapid growth has met the threshold for publishing a Statement annually on our website.

We are an innovative provider of education, care and support for children, young people and adults with special educational needs and disabilities.

We have a growing number of schools, colleges and homes across the UK providing a wide range of services and facilities.

Our shared commitment across the group is to maximise opportunities for each individual to fulfil their potential, by making the most of their talents and creating outcomes that suit their unique set of skills and abilities.

We work in partnership with each child, young person and adult to deliver personalised education, care and support which meets each individual's needs and aspirations.

### Policy Statement

We are committed to ensuring that there is no slavery and human trafficking within any part of the Aurora Group or in our supply chains. We operate employment policies and procedures that are designed to treat all individuals who work within the Aurora Group with dignity and respect, to reward them fairly for their work and not to exploit them. We comply with all applicable employment legislation, including laws relating to minimum wages and the working time directive.

### Our Supply Chains

The Aurora Group is committed to understanding its supply chains better and seeks to achieve greater transparency throughout its supply chains, with the aim of ensuring the risk of modern slavery and human trafficking is minimised across its supply chains. In the past year Aurora has carried sent a Modern Slavery Questionnaire to all its suppliers in order to ascertain:

1. If MSA 2015 is applicable to their business and;
2. if so, whether they have made a commitment to the Act and are currently running a program to assure that human trafficking and slavery do not exist in their operations and supply chain?

The responses are currently being assessed for any potential risk and mitigation strategies will be developed as required.

The Aurora Group is based in the UK and procures goods and services wholly from a UK supplier base; we have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as the construction industry, office & educational supplies, ICT equipment, building materials & consumables, and soft facilities such as catering and cleaning.

The Aurora Group expects its staff to report concerns of non-compliance, no matter how trivial, in line with established policies and procedures.

Suppliers who tender for our contracts are required to sign our Supplier Code of Conduct and both our Purchase Order Terms & Conditions and General Contract Terms & Conditions which contain clauses requiring suppliers to comply with the Modern Slavery Act 2015.

## Employees

The Aurora Group recognises the potential for slavery and human trafficking to affect employees working within its business.

To ensure its employees are not subject to undue influence and are treated with dignity and respect, The Aurora Group has robust HR policies and procedures in place across all its operations. The Aurora Group is committed to ensuring that all staff receive fair remuneration for the job they perform and offers its staff a range of benefits including a healthcare cash plan.

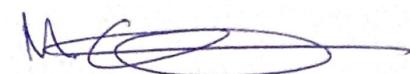
Employees, workers, business partners and customers are encouraged to report any concerns that may give rise to a risk of modern slavery or human trafficking. The Aurora Group's Whistleblowing Policy is designed to make it easy for disclosures to be made without fear of retaliation.

The Aurora Group has robust recruitment processes, which include full DBS checks, verifying the identity of each employee and their right to work in the United Kingdom before commencing employment. All temporary workers are supplied through specified reputable recruitment agencies.

## Responsibility for this statement

The Board of Directors has overall responsibility for this statement and compliance with MSA 2015, and ensuring the Aurora Group complies with both our legal and ethical obligations; together with the responsibility that all those in our employment comply with it.

Managers at all levels of the organisation are responsible for ensuring those reporting to them understand and comply with MSA 2015 and are given adequate and regular training on the issue of modern slavery in supply chains.



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Mark Costello  
Chief Executive Officer, The Aurora Group  
29 June 2021