

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 20th February 2023. 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 2022.

About us

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

We are an innovative, high quality 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.

We work in partnership with each child, young person and adult to deliver personalised education, care and support which best complements their unique set of skills and abilities. Our shared mission across the group is to enable all children and young people to thrive and fulfil their aspirations. . .

Policy Statement

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking.

The Aurora Group has a zero-tolerance approach to modern slavery and is committed to ensuring that there is no slavery or human trafficking within any part of our organisation or in our supply chains. The Group is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships. 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. Our general T&C's and Contract T&C's contain clauses where the supplier undertakes, warrants and represents that it shall comply with the MSA 2015 fully; when contracting under a supplier's T&C's we insist that our contract clause pertaining to MSA 2015 is added to their T&C's. In addition, we insist new suppliers sign a "Supplier Code of Conduct" which forms part of any contract entered into and sets out the standards and behaviours that are expected from our suppliers, including a

commitment to respectful treatment and professional and ethical behaviour along with safe, sustainable and fair business practices. If we feel a supplier is not able to reach our standards, we will refrain from working with them.

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.

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.

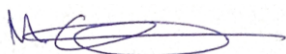
Employees, workers, business partners and customers are encouraged to report any concerns that may give rise to a risk of modern slavery or human trafficking. The Aurora Group's Whistleblowing Policy is designed to make it easy for disclosures to be made without fear of retaliation.

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.



Mark Costello
Chief Executive Officer, The Aurora Group
20th February 2023