
Modern Slavery Policy

Policy Owner	Director of Operations
Approved By	Board of Directors
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Applies To	All employees, tutors, Teaching Assistants, agency workers, suppliers and contractors acting on behalf of LTS Group Limited

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1. Policy Statement

LTS Group Limited is committed to preventing modern slavery, human trafficking, forced labour and all forms of exploitation within our business and supply chains. We expect the same high standards from all employees, tutors, Teaching Assistants, agency workers, suppliers, contractors and business partners.

2. Purpose

This policy sets out LTS Group's commitment to ethical business practices, compliance with the Modern Slavery Act 2015 and the steps taken to minimise the risk of modern slavery within our operations and supply chains.

3. Scope

This policy applies to all employees, tutors, Teaching Assistants, agency workers, suppliers, contractors and anyone acting on behalf of LTS Group Limited.

4. Staff Awareness and Training

Appropriate awareness and training will be provided to employees involved in recruitment, compliance, procurement and supplier management.

5. Reporting Concerns

Concerns should be reported immediately to a Director, the Compliance Manager, or through the Whistleblowing Policy. All reports will be investigated promptly.

6. Investigation and Action

LTS will take appropriate action where concerns are substantiated, including ending supplier relationships where appropriate and referring matters to the relevant authorities.

7. Supplier Due Diligence

LTS expects suppliers, including umbrella companies and contractors where used, to comply with applicable legislation, and may review their practices as part of supplier due diligence.

8. Monitoring

LTS will review this policy annually. Although LTS Group is not currently required to publish a Modern Slavery Statement under section 54 of the Modern Slavery Act 2015, we remain committed to preventing modern slavery throughout our business and supply chains.

9. Related Policies

- Equality, Diversity & Inclusion Policy
- Environmental & Sustainability Policy
- Safer Recruitment Policy
- Whistleblowing Policy
- Anti-Bribery & Corruption Policy

10. Communicating this Policy

This policy will be made available internally and its principles communicated to relevant suppliers and contractors.