



Modern Slavery & Ethical Employment Statement

1. Purpose

Horizon Support Services Ltd is committed to conducting all aspects of its business with honesty, integrity and respect for human rights.

We have a zero-tolerance approach to modern slavery, forced labour, human trafficking, servitude and exploitation in any form.

We are committed to ensuring that these practices have no place within our organisation or, so far as reasonably practicable, within our supply chain.

2. Our Commitment

We are committed to:

- treating every employee fairly and with dignity;
- ensuring all employment is freely chosen;
- complying with all employment legislation;
- promoting safe, healthy and respectful working environments;
- paying employees fairly and on time;
- encouraging anyone with concerns to speak up without fear of reprisal;
- continually reviewing our recruitment and employment practices.

Ethical employment is fundamental to the way we operate.

3. Recruitment

We operate robust recruitment procedures designed to protect both applicants and the organisation.

These include:

- verifying identity and right to work in the UK;
- obtaining appropriate references;
- carrying out enhanced DBS checks where required;
- ensuring employment is entered into voluntarily;
- providing written contracts of employment;
- complying with UK employment law.

We do not charge recruitment fees to employees.

4. Supporting International Recruitment

As a licensed sponsor under the UK's Skilled Worker route, Horizon recognises the additional responsibilities involved in employing overseas workers.

We are committed to:

- treating sponsored workers fairly and consistently;
- ensuring all employees receive the same employment rights regardless of nationality or immigration status;
- complying fully with our duties as a licensed sponsor;
- providing appropriate support to overseas employees as they settle into their roles.

We believe international recruitment should create opportunities while protecting workers from exploitation.

5. Our Workforce

We are proud to employ colleagues from a wide range of backgrounds, cultures and nationalities.

We promote a workplace where:

- everyone is treated with dignity and respect;
- diversity is valued;
- discrimination is not tolerated;
- employees are supported to develop their careers;
- concerns can be raised openly and appropriately.

6. Our Supply Chain

Although Horizon's supply chain is relatively straightforward, we expect our suppliers and contractors to operate ethically and lawfully.

Where reasonably practicable, we seek to work with organisations that:

- comply with employment legislation;
- respect human rights;
- maintain safe working practices;
- operate with honesty and integrity.

Should concerns arise regarding unethical practices, they will be investigated and addressed appropriately.

7. Training and Awareness

We provide employees with training and guidance that promotes:

- safeguarding;
- professional conduct;
- recognising signs of abuse and exploitation;
- whistleblowing;
- ethical employment practices.

Managers are expected to remain alert to any indicators that an individual may be vulnerable to exploitation or coercion.

8. Reporting Concerns

We encourage employees, contractors and others connected with Horizon to report any concerns regarding modern slavery, exploitation or unethical employment practices.

All concerns will be treated seriously, investigated appropriately and handled confidentially wherever possible.

No employee will suffer disadvantage for raising genuine concerns in good faith.

9. Governance

Responsibility for this statement rests with the Responsible Individual.

The organisation's recruitment practices, employment procedures and safeguarding arrangements are reviewed regularly as part of Horizon's wider governance framework.

This statement will be reviewed annually to ensure it continues to reflect current legislation and best practice.

10. Our Commitment

Modern slavery has no place in our organisation or in the communities we serve.

We are committed to creating a workplace built on fairness, respect and integrity, where every employee is valued and every individual is treated with dignity.

By maintaining strong recruitment practices, promoting ethical employment and remaining vigilant to the risks of exploitation, Horizon Support Services will continue to play its part in preventing modern slavery and protecting vulnerable people.