Modern Slavery Statement

November 2026

1. Introduction

High Speed Training Limited is a UK, Yorkshire-based company, established in 2007. We have become a trusted online training provider to over 4 million users. We create and deliver a broad range of online training courses, specialising in food hygiene, safeguarding, and health and safety.

Our driving Purpose is, "We are dedicated to keeping people safe" and the high standards we hold ourselves to are part of that overarching commitment. Therefore, we have a zero tolerance approach to modern slavery and human trafficking throughout our business and everyone connected with it.

It applies to all persons working for or on our behalf, including all colleagues, directors, contractors, suppliers, and business partners.

We are committed to ethical conduct, integrity, and transparency in all business, implementing effective controls to prevent modern slavery in our business and supply chains. Whilst we currently fall below the threshold required for a full policy, we publish this statement voluntarily, in line with section 54 of the Modern Slavery Act 2015.

2. Our Structure and Supply Chains

High Speed Training is a remote first, employee-owned business with over 110 colleagues, committed to working with local businesses and prioritising UK-based suppliers for goods and services where possible.

Given that our operations are centered on providing e-learning services, our supply chain is inherently limited, and considered low-risk. Where we do not have dedicated in-house employees, our supply chain extends to the procurement of professional and essential services such as, legal and accounting expertise, IT infrastructure and digital assets, telecommunications, marketing, printing and facilities management. All suppliers are carefully considered and we follow a procurement process to ensure appropriate contracts and safeguards are in place.

3. Our Policies and Due Diligence

We are committed to fostering a positive and inclusive work environment, supporting our community, and ensuring ethical practices across our operations.

Policy: We operate with a commitment to human rights and ethical conduct. Our policies reflect this commitment and prohibit forced labour requiring all colleagues and partners to act ethically.

- **Whistleblowing Policy:** We encourage all employees to report any wrongdoing whatever its nature without fear of retaliation.
- **Colleague Handbook:** Our internal colleague handbook outlines the standards of ethical behaviour and integrity expected of all employees.
- **Sustainability Policy:** Our sustainability policy outlines our approach to ethical business responsibility.

Due Diligence: Given the nature of our business and our limited supply chain, we consider the risk of modern slavery to be low. However, we take the following measures:

- **Supplier Vetting:** We communicate our expectations to our suppliers, and encourage them to adopt similar practices.
- **Contractual Requirements:** Where appropriate, our standard terms and conditions require suppliers to comply with all applicable laws and regulations, including those related to modern slavery and human trafficking.

4. Risk Assessment and Management

While our exposure is low operating in the UK, we remain vigilant, especially with complex international sourcing. We focus on responsible purchasing, avoiding aggressive terms that pressure suppliers into exploitation. If a risk was identified in a potential new supplier, we would not commence activity until reassurances were met.

5. Awareness and Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains, we are committed to ensuring our colleagues have appropriate awareness, knowledge and skills required to identify modern slavery indicators. To do this we:

- Communicate our stance via our company intranet and colleague handbook, detailing how to report concerns without fear.
- Provide further support to relevant colleagues where appropriate, such as those involved in procurement and HR.

6. Looking Forward

We keep the risk of modern slavery occurring under constant review in our day to day business.

In the coming year, we aim to improve our due diligence processes, gain a deeper understanding of our supply chain, expand awareness training and will perform an annual assessment of this statement.

7. Sign off

This statement was approved by:
Signed:



Kate Wherity - Finance Director
High Speed Training Limited
Dated: November 2026