



Brand Name	John Academy
Company Name	ADAMS ACADEMY INC. LTD
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Modern Slavery Statement

John Academy is committed to conducting business with integrity, honesty, and respect for human rights. We believe collective efforts are required to eradicate modern slavery, forced labour and human trafficking.

This Modern Slavery Statement will demonstrate our policies and the initiatives to address and prevent slavery, human rights violations and forced labour.

Policies

- In order to guide the employees and prevent unethical conduct in the organisation, we have developed a set of strict policies and business guidelines. It is mandatory for the staff and other stakeholders to abide by the code of conduct.
- At John Academy, we are determined to conduct our business ethically and abiding by the law. That's why we have a no-tolerance policy for violating the code of business conduct and ethics by anyone directly or indirectly connected to our organisation.
- We are committed to safeguarding and protecting the welfare and rights of each employee and ensuring they are not exposed to any threats of modern slavery, human right violation, human trafficking or forced labour.

Reporting

- John Academy encourages the staff and the employees to report any issues or suspicious actions that may lead to unethical practices.
- If there are any reports regarding policy violations or illegal means, our management handles them with utmost seriousness. A committee investigates the report, and if the investigation reveals any issue, then adequate measures are taken to address it.

Training

We believe that building awareness is key to preventing modern-day slavery, human rights violation and other unethical conduct. Hence, we conduct training and awareness programs to educate our staff so that they can identify and report potential risks.

Risk Assessment

John Academy conducts regular risk assessments and has an evaluation programme to identify any areas that may possess the risk of human rights violation, modern slavery, or forced labour. These evaluation results also play a significant part in developing better anti-slavery guidelines for the organisation and improving safety standards.

Performance Indicator

In order to measure the effectiveness of our efforts, we have designed a set of key performance indicators such as the number of reports regarding compliance issues, participation in the training programme, success rate in handling reports etc.