

Modern Slavery policy statement

As a leading childcare provider, we uphold the highest standards and ethics at every level of our business and in every country where we have business interests, regardless of local practices. We are committed to acting with integrity, honesty, transparency and fairness at all times, to uphold our ethical standards and to protect our reputation.

Modern slavery is a violation of fundamental human rights, and in many countries is a crime. It takes various forms, such as slavery, servitude, bonded, forced, and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We recognise that modern slavery is a growing, global issue and we understand that we are responsible for preventing, mitigating and addressing (if necessary) these risks in our business and our supply chain. We will always treat people in our business and supply chain fairly and will not tolerate slavery, servitude, bonded, forced or compulsory labour in the manufacture of products we use or in the performance of services by our suppliers.

We have an obligation to operate to the highest standards in everything we do. Our Code of Conduct sets out the expectations and behaviours expected from all employees. You must always operate fairly and ethically in all areas of the business to maintain our reputation and status as a global leader.

Our Vision

To give every child the best start in life.

Our Mission

Deliver high quality childcare and exciting opportunities for learning that give every child a head start as they prepare for school.

Our Values

- Care** We take care of children entrusted to us and our dedicated staff. All are appreciated and diversity is valued
- Quality** We maintain the highest standards in care and safety and provide exceptional early years education
- Service** We provide exceptional service and are integral to supporting parents bringing up children
- Value** We provide outstanding value for our families





Who is this Policy aimed at?

All employees (including directors of the Busy Bees group) and "Others" (temporary or agency workers, contractors and suppliers etc).

What is modern slavery?

Modern slavery comprises slavery, servitude, bonded, forced and compulsory labour and human trafficking. The common factors are that a victim is used or exploited for someone else's (usually financial) gain, without respect for their human rights. The perpetrators seeking to take advantage of them could be private individuals, running small businesses or part of a wider organised crime network. For adult victims, there will be some element of coercion involved, such as threats, use of force, deception, or abuse of power.

Modern slavery takes many different forms and the prevalence of different types of modern slavery will vary by country and change over time. Some of the most common are:

- (a) Forced labour. Any work or services people are forced to do against their will under threat of punishment (often with low pay, poor working conditions or excessive wage deductions).
- (b) Debt bondage/bonded labour. The world's most widespread form of slavery. People trapped in poverty borrow money and are forced to work to pay off the debt, losing control over their employment conditions.
- (c) Domestic servitude. People working in a private family home where they are subjected to unbearable conditions or working hours or made to work for little or no pay.

People end up trapped in modern slavery because they are vulnerable to being tricked, trapped and / or exploited, often as a result of poverty and exclusion.

What are the signs of modern slavery?

There are a number of indicators that can be signs that someone is a victim of modern slavery. Someone in slavery might:

- (a) appear to be under the control of someone else;
- (b) not have personal identification on them;
- (c) have few personal belongings, wear the same clothes every day or wear unsuitable clothes for work;
- (d) not be able to move around freely;
- (e) be reluctant to talk to strangers or the authorities; and/ or
- (f) appear frightened, withdrawn, or show signs of physical or psychological abuse.

We consider, due to the nature of our business and the risk management controls we have in place (including robust recruitment practices), that the risk of modern slavery in our business is low. We do, however, recognise that there is some increased risk in our services and products supply chain, and that the exploitation of victims is becoming increasingly sophisticated. Modern slavery is prevalent in all territories in which we operate, with victims often hiding in plain sight - we all have a responsibility to be vigilant and address this growing global issue.

What can you do?

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chains at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred, that it may occur, or you are unsure about whether something you have seen or heard would be considered to be a form of modern slavery, you should notify your line manager or report it in accordance with our Speak Up policy as soon as possible.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.

If you believe there is an immediate risk to life or you're worried that a child or adult is at risk or is being harmed, please contact your local authorities or call your country's emergency services phone number.

As set out in our Speak Up policy, we aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

At Busy Bees there is always someone to speak to. You can report any concerns to your Line Manager, their Line Manager, HR or through Speak Up.

Speak up


- I suspect misuse of company assets
- I am worried about inappropriate behaviour that I have witnessed
- I think confidential information has been disclosed

Are you concerned about possible misconduct?


I feel discriminated against, harassed, abused or bullied

I suspect bribes are being paid


Who can I talk to?

 If possible, talk to the **person involved**

OR

 At Busy Bees there is always someone to speak to. You can report any concerns to your Line Manager, their Line Manager or HR

OR

 If you are still concerned, please **Speak Up**, you can do so via the Speak Up Service (using the online form or your country hotline)