



## **Anti-Slavery and Human Trafficking Statement**

Little 1 Nursery is committed to acting ethically and with integrity in all our commercial and business relationships and comply with the Modern Slavery Act 2015 (MSA).

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, 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.

### **Our structure**

We provide day care for children aged 3 months to 5 years. We take a zero tolerance approach to modern slavery and are committed to acting ethically with integrity and transparency in all our business dealings, relationships and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either our own business or in any of its supply chains. This is consistent with obligations under the Modern Slavery Act 2015. Little 1 Nursery also expects the same high standards from all of its suppliers, contractors and other business partners and, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery, and expects that its suppliers will in turn hold similar comparable standards.

### **Due diligence**

Whilst Little 1 Nursery operates below the financial threshold requirements under the Modern Slavery Act, we voluntarily embrace good practice and as such part of our ongoing monitoring processes we conduct a periodic review of our suppliers and where necessary request information to demonstrate their compliance with the Modern Slavery Act. We conduct an annual review of our policies and procedures where they are relevant to any procurement process, including our Recruitment and Whistleblowing policies. All of our employees are paid at or above the national minimum wage.

### **Risk assessment**

We consider the risk of modern slavery occurring within our business and its supply chains to be low.

### **Training and reporting**

We encourage all staff working for and with us (including employees, and agency workers) to report any concerns about modern slavery in any part of our business or in our supply chains in accordance with our Whistleblowing Policy.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015. This statement has been approved by the Directors of Little 1 Nursery.