

# MODERN SLAVERY ACT STATEMENT

## MODERN SLAVERY

Slavery in the 21<sup>st</sup> century can be deemed as enslavement, servitude, and forced or compulsory labour and human trafficking. Modern slavery is a global issue and can often be hidden in plain sight, it can often be the most vulnerable individuals who are forced into exploitation.

## OUR COMMITMENT

LUV Nurseries Limited are immensely committed on maintaining the highest possible standards and ethics throughout every department of employment and business relationships. We recognise that modern slavery is a worldwide problem, therefore we understand that we are accountable for preventing any risks or addressing any unforeseen issues within our business if necessary. As part of our legal duty, we have appropriate procedures and policies in place that reflect our commitment in helping prevent modern slavery as part of our daily working procedures. This is also apparent in our systems and control measures such as recruitment methods and safeguarding of children. Our business will not condone slavery, servitude, and forced or compulsory labour and human trafficking to any extent, as such we feel our overall risk is extremely low and managed responsibly.

## OUR VALUES

At LUV Nurseries Limited we pride ourselves in achieving excellence in all areas and are guided by our core values and principles. These values lay the foundation of what our organisation care about the most, which ultimately comes down to delivering outstanding education and care for all children. The principles help build great a team as we look to better ourselves in all aspects year by year. We believe there are no limits to what LUV Nurseries can accomplish and are excited by the never-ending opportunity to give children the best possible start in life.

## OUR WORKFORCE

Our fully trained workforce is mainly made up of contracted staff members. However, as part of our due diligence, we have a vigorous recruitment strategy and control measures in place which outline the risk of any slavery taking place within our company.

- Our robust policies and procedures are in place for all employers, workers, and consultants.
- LUV Nurseries carefully examine checks on identity, legal rights to work, criminal records and references for all staff members and consultants.
- We make certain that all staff have a bank account under there name, nevertheless in some circumstances we will request verification.

## ***OUR SUPPLY CHAIN***

LUV Nurseries suppliers consist of those who supply food, services for cleaning and maintenance, nursery equipment and consumables. We have taken the appropriate measures to ensure that there is minimised risk to modern slavery and child labour within the supply chains utilised. Our business also conducts careful due diligence to guarantee that there is fair treatment of workers within the supply chains used. Our Procurement methods include risk assessments as well as reviews to guarantee that our supply chains are complying with our values. In addition, LUV Nurseries make it clear that we do not associate with any business or establishment who are knowingly involved in modern slavery. Staff members at LUV Nurseries will receive annual training on modern slavery to mitigate against any risks and to gain a greater understanding on the importance of this matter in correspondence to slavery within supply chains.