



MODERN SLAVERY ACT STATEMENT

Introduction

Tigers Childcare are committed to protecting and respecting human rights and have a zero-tolerance approach to slavery and human trafficking in all its forms. This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and constitutes Tigers Childcare's slavery and human trafficking statement. It sets out the steps that we have taken and will take across our management team, development team and general operational activities in relation to slavery and human trafficking.

Our Structure

We are a Private Limited Company (Ltd). We comply with all legislation and governance that a Limited company is required to do.

Our Commitment

We are committed to preventing modern slavery and human trafficking in all parts of its business. We have implemented systems and controls to help identify risks and prevent slavery and human trafficking within our workforce and supply chain. Due to the nature of our business and our policies, procedures and practices, we feel our overall risk to modern slavery is low.

Our Workforce

Our workforce in the United Kingdom consists mainly of employed staff who are supported as necessary by agency workers.

- We implement robust recruitment and ongoing employment policies and procedures for all of our colleagues and workers.
- Our recruitment and ongoing employment practices, include checks on identity, right to work, references and criminal records.
- All colleagues have access to the company Whistleblowing Policy and are trained on the policy.

Our Supply Chain

We buy a wide range of goods and services. These include supplies, furniture and stationery, electronics (computers, audio visual equipment, phones etc.), food and catering supplies, travel services, books and printing. We will act ethically and with integrity in all our relationships, and use all reasonable measures to take action within our direct operations and our wider sphere of influence to ensure slavery and human trafficking are not taking place.

We aim to work collaboratively with other likeminded companies and organisations to share information and mitigate risks.



Our Policies

Our Human Resources Policies set out our workplace rights. We are rigorous in checking that all new colleagues have the right to work in the UK. Where it is necessary to hire agency workers or contractors, our staff are directed to specified and reliable agencies.

We adhere to The Public Interest Disclosure Act 1998 and we will whistleblow on any Code of Practice regarding concerns about potential corruption, fraud or other unlawful practices within our industry.

Overseas Employment Practices

While we have limited HR resources, we work hard to mitigate any risks regarding our employment process and we vet every applicant to ensure they are who they say they are and that they hold the relevant qualifications for the role. We will continue our work on improving this continually.