

Modern slavery statement

Our Values
and what they mean to our team:



G **R** **A** **N** **D** **I** **R**

Nurturing
we value all within our teams, investing in their development and inspiring their minds

Great
we are passionate, knowledgeable, and reflective; aspiring for excellence in all we do

Dynamic
we are solution focused, welcoming all ideas, and working together to develop our future

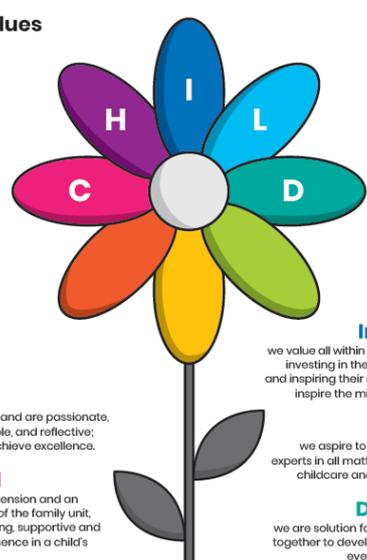
Respectful
we treat others the way in which they would like to be treated, with mutual respect and trust

Inclusive
we empower others by actively listening, showing a genuine interest, being inclusive in our practice and leading with integrity

Accountable
we take ownership for our decision making and are honest and transparent with ourselves and with others

Rewarding
we value and recognise our teams and celebrate achievements, promoting joy in our work

Our Values



C **H** **I** **L** **D**

Care
we truly care and are passionate, knowledgeable, and reflective; aspiring to achieve excellence.

Helpful
we are an extension and an integral part of the family unit, having a strong, supportive and valuable presence in a child's early years.

Inspiring
we value all within our staff teams, investing in their development and inspiring their minds to in turn inspire the minds of children.

Leaders
we aspire to be leaders and experts in all matters concerning childcare and development.

Dynamic
we are solution focused, working together to develop and support every child's future.

Organisation

This statement applies to Grandir UK (The Childcare Corporation), referred to in this statement as 'the Organisation'. The information included in the statement refers to the financial year 2021-2022.

Organisational structure

We are part of The Grandir Group, a leading provider of high-quality childcare operating over 650 centres in Europe and North America with a dedicated team of 10,000 teachers. Grandir serves over 32,000 families among Fortune 500 companies and in major cities in France, England, Germany, Canada and the USA.

Grandir UK, is the home of Kiddi Caru and Dicky Birds Day Nurseries and Preschools and has been delivering outstanding childcare solutions to families with babies, toddlers and preschool children across the UK since 1998.

Our Mission

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Our Vision

Inspiring lifelong learning by recognising and realising the unique potential of every child.

Grandir UK

Grandir UK operates from one centralised Support Office in Basingstoke and nursery settings located throughout the UK. Our settings have a combined operating capacity of over 5,000 children and we employ over 1500 staff. Our CEO is supported by the Leadership Team who lead and oversee the strategic development of the business. Regional Managers, who report into the Director of Operations, are responsible for the nursery clusters throughout the UK and each nursery is managed by a Nursery Manager and team. We lead together rather from the 'top down', developing practices, policies and programmes in collaboration with our teams via working parties. We have a dedicated team of marketing and communications, human resources, finance, health and safety and facilities, customer services, learning and development.

The labour supplied to the Organisation in pursuance of its operation is carried out in all regions within the United Kingdom.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

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No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to provision of services:

- food and milk supplies
- facilities and maintenance
- furniture, fixtures and fittings
- toys and resources
- the supply of clothing
- energy and utilities
- vehicles and transport
- commercial equipment
- appliances
- goods from various suppliers in both the United Kingdom and Worldwide. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in its procurement supply chains because they may involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Impact of COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-

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19. This created several challenges for the Organisation, as it did for others across the nation.

The Organisation concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

Accordingly, the use of suppliers dropped significantly due to the fact that where homeworking was possible, this was swiftly implemented in March 2020 which meant that its premises, from which it usually conducts day to day business, were temporarily closed. Several of our workforce were placed on furlough as a result of the drop in demand for our services, meaning there were no additional temporary labour needs.

During the pandemic, the Organisation's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

The Organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- review supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- identified measures in place and assess the potential risks in the supply chains

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- undertake impact assessments of our services upon potential instances of slavery
- create action plans to address risk to modern slavery
- have a zero-tolerance policy towards modern slavery
- training provided to staff on modern slavery via an online platform at induction and on an annual basis

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Our recruitment policies ensure employees establish their right to work in the UK and satisfy minimum age requirements and our internal human resources policies ensure working practices are monitored for ongoing compliance with current legislation
- Quarterly training reports
- number of incidents related to modern slavery identified
- number of speak-up incidents related to modern slavery reported
- number of incidents related to modern slavery addressed
- Supplier Code of Conduct
- Procurement due diligence

Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We expect all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners to comply with our anti-slavery and human trafficking policy. We have in place a robust disciplinary procedure for dealing with any employee who fails to comply with our policy and values.

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The Organisation has the following policies, accessed via an online platform, which further define its stance on modern slavery:

- modern slavery policy
- a corporate social responsibility policy
- supplier code of conduct
- safer recruitment policy
- whistleblowing policy
- equality and diversity policy

Slavery Compliance Officer

The Organisation has decided to appoint a Slavery Compliance Officer within this financial year, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement was approved by our CEO and Directors on DATE.

CEO Signed:



Lydia Hopper

Date: June 2022

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