

## **Modern Slavery Policy**

This policy is made to adhere to the Modern Slavery Act 2015 and sets out the steps that Sweet Peas Nursery has taken and will continue to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Sweet Peas Nursery has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

**Recruitment policy.** We operate a robust recruitment policy, including conducting DBS and eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

**Whistleblowing Policy.** We operate a whistleblowing Policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

### **Our suppliers**

Sweet Peas Nursery maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. For UK based employees our suppliers must pay their employees at least the national minimum wage / national living wage (as appropriate). For international employees our suppliers must pay their employees any prevailing minimum wage applicable within their country of operations.

We may terminate any contract at any time should any instances of modern slavery implicating our suppliers come to light.

### **Performance indicators**



We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if; no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

