

Kids Planet

Modern Slavery Statement



Kids Planet Board Approval

This statement is approved by the Kids Planet Board of Directors and the following Company Director is the signatory.

Name: Clare Roberts

Role: Chief Executive Officer

Date: 31/04/2023

Commitment

Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking.

Please refer to the Kids Planet Modern Slavery and Human Trafficking policy for further expose of the abhorrent practices and abuse that modern slavery involves as well as the core policies and procedures that relate to our commitment to help prevent modern slavery as part of our daily working practices, such as in recruitment and in safeguarding children and vulnerable adults.

Kids Planet Day Nurseries Ltd is committed to high standards of ethics in all business relationships. We acknowledge the global issue of modern slavery and recognise our responsibility as well as our legal duty to identify and manage associated risks in our business and supply chain.

Structure and Supply Chains

Kids Planet Day Nurseries is a family-founded and operated nursery group, which is co-owned by investors. The Kids Planet Board comprises the CEO, Operations Director, Finance Director, 3 investment Directors and a Non-Executive Director, who is the Father of the CEO and Operations Director. This means that although Kids Planet is private equity backed, a strong sense of family runs from Board level, throughout the company.

Established in 2008, the award winning group operates from its Head Office in Lymm, Cheshire and has nursery settings throughout England. In addition to the Kids Planet Board of Directors, we employ a Mergers and Acquisitions Director; a People Director; a Quality Director and four regional Childcare Directors. Reporting to the Childcare Directors are a team of Area Managers, each with responsibility for a region of Nursery Managers, each of whom takes responsibility for one of the 150+ Kids Planet settings. Our settings have a combined operating capacity for more than 10,000 children and we employ more than 4000 workers, including employees and agency workers.

We have dedicated teams for marketing and communications; people management, employee well-being and Human Resources; procurement; compliance and risk, as well as finance, a maintenance team and customer service. We also have our own training academy for Apprentices from age 16 years.

Our supply chain is vast and includes (but is not limited to):

- Buildings, facilities and maintenance
- Furniture, fixtures and fittings
- Toys and resources
- Energy and utilities
- Food and milk supplies
- Commercial equipment and appliances
- Vehicles and transport

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Steps Taken in the April 2022-23 Financial Year

Increased use of the Kids Planet Code of Ethics and Introducing the ESG Committee

The code applies to all Kids Planet business relationships including our relationship with customers, employees, learners, volunteers, contractors and suppliers as well as the Kids Planet Board of Directors.

The code sets out how our ethical principles are promoted and fostered. The nine principles are:

1. Honesty
2. Equality
3. Fairness
4. Kindness
5. Lawfulness
6. Accountability
7. Collaboration/teamwork
8. Well-being
9. Respect for the Environment

These principles run all the way through Kids Planet policies, procedures and business interactions and we actively look to improve in all nine areas, year on year.

In 2022-23, we have increased use of the Code of Ethics, for example by adding to the Website and using the 9 principles as a basis for a new Kids Planet ESG Committee which had its introductory meeting in February 2023.

Increased Uptake of our Contractor/Supplier Due Diligence Process

As a large company with nationwide presence, Kids Planet business contracts are attractive to suppliers, service providers and contractors. We recognise and take seriously our position of power and influence in this regard.

Contractors and suppliers must apply to become Kids Planet approved and only after careful due diligence, will we do business with them.

The application and approval process includes matters relating to health and safety, insurance, data protection and conduct in the childcare environment. One third of the process is dedicated to assessment of environment, sustainability and governance.

We ask direct questions relating to risks from modern slavery as well as child labour. Fair and equal treatment of workers is also questioned and we ask whether our suppliers / contractors / service providers make ESG enquiries of their own business partners, suppliers and subcontractors.

Applicants are asked to read the Kids Planet Code of Ethics and sign a declaration which obliges them to abide by the code in their exchanges with Kids Planet.

In 2022-23, we have increased internal uptake of the process, extending to Nursery and Area Managers, for example when booking contracted services and facilitating classes.

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Employee Well-being Initiatives

The Kids Planet Group takes a holistic, proactive approach to supporting colleagues to improve all aspects of their health and wellbeing.

Our annual wellbeing calendar focuses on different wellbeing topics and awareness events each month, whilst our team of over 100 trained Mental Health First Aiders are on hand to offer initial advice and support.

We have invested in an award-winning Employee Assistance Program, offering a 24/7 helpline, FREE structured counselling and health and wellbeing App for colleagues.

Supportive resources, guidance, information and self-help tools can be accessed through our monthly wellbeing newsletter, online wellbeing hub and wellness stations based within each department and setting.

Tailored community support is provided for colleagues experiencing symptoms of the menopause through our monthly Menopause Tea & Talk group.

We deliver ongoing training and 'lunch and learn' sessions to continually develop our line managers skills and understanding of how to support their teams.

Regular supervision and one to ones provide opportunities for all colleagues to discuss their wellbeing with their manager, ensuring that supportive interventions are in place at an early stage.

Finally, we offer complimentary breakfast and lunch provisions for all colleagues in addition to free toiletries and feminine hygiene products in staff toilets.

C2E Accreditation and addition to the National Equality Register

In the last quarter, we have attained Gold standard C2E accreditation for equality, diversity and inclusion across the company (employees, customers, suppliers). Auditors examined safer recruitment, training, equal opportunities, conditions of employment and employees as individuals as well as treatment of customers and purchasing goods and services.



Achievement at this level from the first audit is rare and we are incredibly proud of this. Nevertheless, there will be a rolling audit and further improvements in 2023-24.