

Modern Day Slavery Statement



Our Commitment

As a leading childcare provider, we insist on upholding the highest standards and ethics at every level of our business. We are committed to acting with integrity, honesty, transparency and fairness at all times, to uphold our ethical standards and to protect our reputation.

The Busy Bees vision is to give every child the best start in life, underpinned by our values of "Care, Quality, Service and Value". Our commitment to these values is codified in our Code of Conduct, which we issue to our workforce to make clear that we are expected to operate to the highest standards in everything we do.

We recognise that modern slavery is a growing global issue and we understand that we are responsible for preventing, mitigating and addressing (if necessary), these risks in our business and our supply chain. We will always treat people in our business and supply chain fairly and will not tolerate slavery, servitude, bonded, forced or compulsory labour in the manufacture of products we use and will not accept products or services from suppliers who employ or utilise slavery, servitude, bonded, forced or compulsory labour in any manner.



Chris McCandless
UK CEO



Our organisation

Since inception in 1983, Busy Bees has become synonymous with high quality care and education. Busy Bees is proud of its practical, child-centred approach, where children are respected as individuals and encouraged to learn and develop at their own pace within a home from home environment that meets rigorous safety standards.

From its Staffordshire roots Busy Bees has grown to become the largest provider of childcare in the UK. Our international footprint now takes our exceptional education into nine countries, crossing four continents.

Our values

Care, Quality, Service and Value underpin everything that we do across our centres and our National Support Centre. Attracting the highest quality educators for our centres and the highest calibre of department expertise is key in delivering exceptional education and care. With sector leading, long standing leadership teams Busy Bees remains dedicated to its vision to give every child the best start in life and stands by these quality standards in the UK and internationally.

Our people

The Busy Bees workforce in the United Kingdom is made up of contracted staff, consultants and agency workers. **We have effective systems and controls in place to address the risk of slavery taking place in our business, in particular:**

- Thorough recruitment processes and employment policies and procedures for all of our team members and workers.
- We check the names and addresses, references, legal right to work and criminal records of our team members, with a system in place to record these checks. Agencies are required to provide evidence of safer recruitment checks of any workers provided.
- We ensure all team members have their own bank account, with team members able to enter and update these details via a self-service People system, subject to multi-factor authorisation. Additional validation of these details is performed in our payroll systems via a Sort Code checker and the bank details are included on team member payslips for final review.

- **All agencies we contract on Busy Bees standard terms are required to demonstrate that they carry out appropriate checks on the workers they provide and provide assurances that they have met, and continue to meet their modern slavery obligations. This includes but is not limited to the following:**
 - o Background checks.
 - o Verification that agency staff have the necessary legal documentation to work.
 - o Contractually committing agencies to carry out these checks.
- We provide our team members with a confidential and anonymous Speak Up helpline (managed by an independent provider 24/7, 365 days a year) where they can raise any concerns in respect of slavery in our business or our supply chains. Our helpline is supported by our Global Speak Up policy, with all our staff trained annually on the requirement to Speak Up to help Busy Bees address any suspected misconduct. In 2025, the UK did not receive any reports of modern slavery amongst our workforce.
- Our confidential Employee Assistance Programme also provides our team members with a secure way of seeking advice about any modern slavery or human trafficking issues personally affecting them or their families.

Our supply chain

Our primary group of suppliers at Busy Bees are those that supply our centres, including food, nursery equipment, consumables, cleaning and maintenance services. **We have implemented systems and controls to address the risk of slavery taking place in our supply chain, in particular we:**

- Carry out due diligence on key suppliers, which includes our maintenance contractor base, prior to onboarding.
- Conduct annual reviews of our key suppliers to confirm they have appropriate policies and procedures in place to ensure slavery is not taking place in their business.

- Expect all those in our supply chain to comply with our values, with key suppliers required to commit to modern slavery contractual obligations. We will not support or deal with any business knowingly involved in modern slavery or human trafficking. In 2025, we did not receive any notifications of any of our key suppliers' failing to comply with their modern slavery obligations.

Our 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 Modern Slavery Global 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. This policy sits alongside a framework of Busy Bees policies, which ensure our values are reflected in all our activities, including:

- **Speak Up** - ensures all employees have a confidential avenue to report concerns through, with both the policy and related training subject to annual roll out during 2024.
- **Code of Conduct** - sets out our values and expectations of our people and rolled out to all colleagues annually.
- **Safer Recruitment** - sets out the checks that must be completed ahead of any individual being recruited by Busy Bees.
- **DBS (England & Wales) and PVG & SSSC (Scotland)** - which outlines our approach to these safeguarding checks and services at Busy Bees.
- **Europe Procurement Handbook** - sets out to all key stakeholders the expected standards of due diligence and contractual requirements for material suppliers in relation to modern slavery practice.

Our commitment to addressing modern slavery is communicated to our supply chain at the outset of our business relationship as part of our contracting processes and we expect our contractors, suppliers and other business partners to have equivalent policies and procedures in place to support our approach to tackling modern slavery.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all staff are required to complete mandatory modern slavery and human trafficking training upon commencement of their employment (reviewed and updated in 2025). Further training is then periodically provided to team members throughout their employment.

Further steps

We will continue to periodically review the effectiveness of the steps we have taken to address the risk of slavery or human trafficking in our business and supply chains.

Our focus in 2026 will be on:

- continuing to improve governance in our procurement and contracting processes to ensure all key suppliers contracts include appropriate modern slavery compliance obligations;
- risk assessment and enhancing our due diligence procedures and ongoing people and supply chain compliance checks;
- reviewing and improving our training, policies and procedures to ensure they remain up to date; relevant and our embedded into our ways of working; and
- roll out updated Modern Slavery training to colleagues.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It sets out the steps Busy Bees Holdings Limited and Busy Bees Nurseries Limited (and their respective subsidiaries) ("Busy Bees") have taken (during the financial year ended 31 December 2025), and will continue to take, to address the risk of modern slavery and human trafficking occurring in the Busy Bees business and its supply chains. The statement was approved by the board of both Busy Bees Holdings Limited and Busy Bees Nurseries Limited on 29 June 2026.