

Modern Slavery Policy Statement

In compliance with the **Modern Slavery Act 2015**, Daylight Children's Care Services Limited is committed to maintaining a work environment free from human trafficking, forced labour, and unlawful child labour. We uphold ethical employment practices and will not knowingly engage with suppliers or services that violate these principles.

Commitment

Daylight Children's Care Services will:

- Avoid the use of forced, compulsory, or child labour.
- Reject suppliers or partners engaging in such practices.
- Promote compliance with ethical standards throughout its supply chain.

The **Managing Director**, as the Anti-Slavery and Human Trafficking Officer, oversees adherence to these principles within Daylight Children's Care Services and among its business partners.

Definitions

1. **Human Trafficking:** Coercive recruitment, transportation, or exploitation of individuals.
 2. **Forced Labour:** Work involuntarily performed under threat or penalty.
 3. **Harmful Child Labour:** Employment that exploits children or harms their development or education.
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Supplier Requirements

Suppliers must:

- Prohibit forced, compulsory, or child labour.
- Ensure voluntary and lawful terms of employment.
- Comply with applicable laws regarding wages, hours, and age requirements.
- Avoid practices that would violate UK laws on slavery and trafficking if conducted domestically.
- Ensure subcontractors and suppliers comply with these standards.

Certification and Audits

- Suppliers will certify compliance with this Policy and their adherence to relevant human trafficking and slavery laws in each of the relevant countries in which they operate.
- Daylight Children's Care Services may conduct periodic audits to ensure adherence, and suppliers are expected to cooperate fully.

Reporting and Consequences

- Breaches of this policy can be reported confidentially to the Managing Director (Anti-Slavery and Human Trafficking Officer).
- Violations may result in immediate termination of contracts without compensation.
- Additional remedial actions will be taken to prevent recurrence.

Daylight Children's Care Services remains dedicated to eradicating modern slavery and fostering ethical practices within its operations and supply chain.