Modern Slavery and Human Trafficking Statement

The Dimensions Group is committed to preventing modern slavery in its corporate activities and supply chains.

Modern slavery encompasses slavery, human trafficking, forced labour and domestic servitude.

This statement sets out the actions and activities that have taken place during the financial year 1 April 2021 to 31 March 2022 to ensure that there is no slavery or human trafficking in our organisation and supply chains. It covers the activities of Dimensions (UK) Limited and its subsidiaries – Outreach 3-Way, Dimensions Somerset SEV Limited (Discovery), Dimensions Cymru Limited and Dimensions Personalised Support Limited.

Our Organisation
The Dimensions Group provides support to over 3,500 people, with around 7,000 employees. We’re one of the country’s largest not-for-profit organisations supporting people with learning disabilities, autism, behaviours of distress and those with complex health needs. We are always working to improve standards – our own and across the sector.

Our supply chains
We have a broad range of suppliers and, having reviewed our business, those which we deem to be most at risk from Modern Slavery are providers of agency staff, building, maintenance and cleaning contractors, and IT equipment providers.

We look to source goods and services from organisations that are reputable and check their suitability.

Policies & Control
We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

**Procurement Policy** - We expect our suppliers to have internal policies relating to, and have processes in place to meet the Modern Slavery Act 2015, and we check this during our supplier due diligence checks. A small supplier who does not have these policies in place will be able to sign-up to the Group’s policies by contacting the procurement team. A supplier without these policies in place will not meet our minimum requirements, and a supplier with policies in place, but identified as not adhering to them, may have their contract terminated. All our suppliers will be contacted once every two years and Modern Slavery policy checks will be part of this.
**Whistleblowing Policy** - Dimensions encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of repercussion. Employees, people we support and their families or others who have concerns can use our confidential helpline or complete our confidential disclosure form.

**Employee Code of Conduct** - Dimensions code makes clear to employees the actions and behaviour expected of them when representing the company. The company strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

**Safeguarding Policy** – Dimensions policy sets out behaviour which could give rise to a safeguarding concern, including Modern Slavery. This policy sets out colleagues’ responsibility to report concerns, including the reporting process.

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

**Due Diligence**
Any new suppliers are required to confirm compliance with relevant legislation, including the Modern Slavery Act.

We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from that agency.

HR Officers and Compliance Officers undergo specific Dimensions investigation training and are responsible for carrying out any investigations and due diligence in relation to known or suspected instances of modern slavery or human trafficking.

**Training**
Modern Slavery is covered within our essential Safeguarding training that all colleagues must complete. There is a ‘going further’ standalone e-learning module in Learning Connect, our online learning & development platform, on Modern Slavery, with associated reading materials available to all employees.

**What we have done in 2021/2022**

- Reviewed and updated the Safeguarding, Whistleblowing and Procurement Policies.
- Updated the Code of Conduct.
- We now have a small team of qualified Investigation Officers, in addition to the HR Officers and Compliance Officer, that can also carry over any investigations.
- Introduced a Purchasing Code of Ethics which states that ‘all employees involved in sourcing and supplier management should commit to eradicating modern slavery’.
- Asked suppliers in their responses to procurement exercises to confirm that their organisation has in place policies to ensure no slavery or human trafficking in their organisation.

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• We checked around 50% of the existing Group suppliers (of which there are around 2000) for a current Modern Slavery statement.
• Introduced standard Terms & Conditions which includes at 7.11 the ability for us to terminate a contract in case of any break. It states that ‘the Supplier shall comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes including but not limited to the Modern Slavery Act 2015; comply with the Modern Slavery and human Trafficking Statement found on the Dimensions website and maintain throughout the term of this agreement its own policies and procedures to ensure its compliance. If at any time after the commencement of the contract the Supplier is identified as not adhering to this clause 7.11 then Dimensions may terminate the contract with immediate effect.’
• Within our new Agency Framework Agreement, set a requirement that suppliers must conduct right to work checks for temporary workers.

Looking Ahead & Next Steps

• We continue to review our engagement with existing third parties/suppliers to check their policy and processes and ensure they understand our expectations. During 2022/23 we will be seeking to reach 85% of suppliers and asking them to provide us with updated statements and policies.
• We will continue to provide information, training and support for staff on modern slavery and human trafficking as appropriate so they understand the legislation and impact on our activities.
• We will introduce ‘Right to Work’ checks into our compliance audits on agencies.
• We will monitor key performance indicators on:
  o % of supply base checked for current Modern Slavery Statement
  o % completions of full safeguarding and Modern Slavery e-learning courses

Board approval
This statement has been approved by the Dimensions Group Board and subsidiary Boards, who will review and update it annually.

Signed by

Nick Baldwin
On Behalf of the Board of Directors of Dimensions (UK) Limited, Outreach 3-Way, Dimensions Personalised Supported Limited and Dimensions Cymru Limited

Richard Crompton
On behalf of the Board of Directors of Dimensions Somerset (SEV) Ltd (Discovery)