

# 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 2022 to 31 March 2023 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 around 3000 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 incorporate this in our procurement projects as well as checking this during our supplier due diligence checks.

A small supplier who does not have these policies in place is able to sign-up to the Group's policies by contacting the procurement team.

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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, which is set out in our Terms & Conditions.

All our suppliers will be contacted once every two years and Modern Slavery policy checks will be part of this.

We also adhere to the Purchasing Code of Ethics which states that *all employees involved in sourcing and supplier management should commit to eradicating modern slavery*.

**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.

We strive 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. Our Agency Framework Agreement sets a requirement that suppliers must conduct Right to Work checks for temporary workers (confirmed via our agency audits).

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. There have been no investigations during 2022/23.

## Training

Modern Slavery is covered within our Essential Safeguarding Adults training that all colleagues must

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complete (which achieved 97% compliance during the year). 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 2022/2023

- Reviewed and updated the Safeguarding and Whistleblowing Policies.
- Members of the Procurement Team have passed the Chartered Institute of Procurement & Supply (CIPS) Ethics Test
- Included Right to Work checks as part of our agency audits

## Looking Ahead & Next Steps

The implementation of a new Enterprise Resource Planning (Oracle) finance system (expected in summer 2023) will help in the following ways:

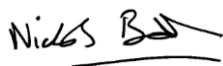
1. Introducing the use of Purchase Orders with our Terms & Conditions (T&Cs). This increases the extent to which suppliers are covered by our T&Cs and therefore more of our suppliers will be obligated to comply with anti-slavery and human trafficking laws.
2. Using Oracle will cut down the number of suppliers we use – driving demand through suppliers with whom we have a negotiated contract and form part of an ongoing performance management regime – this gives us greater control over the supply chain and it will be easier to facilitate conversations around this important topic.
3. Introducing an online supplier portal through which all new suppliers will be registered. A specific question in the on-boarding form will quickly allow us to review compliance and any supporting documentation, as well as reporting on compliance across our supply base.
4. Oracle has the functionality to send all suppliers questionnaires – this functionality will be used in 2023/24 to check all supplier's conformance to Modern Slavery Standards.

We will improve the promotion of the stand-alone Modern Slavery e-learning with our colleagues and further benchmarking with peers to understand how this can be better evaluated.

## Board approval

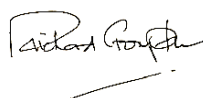
This statement has been approved by the Dimensions Group Board and subsidiary Boards, who will review and update it annually.

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)**

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