

# Modern Slavery and Human Trafficking Statement

**The Dimensions Group is committed to preventing modern slavery and human trafficking 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 2023 to 31 March 2024 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, autistic people, those with 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 and risks

We have a broad range of suppliers and, having reviewed our business, those which we deem to be most at risk from modern slavery and human trafficking 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, including their own arrangements for preventing modern slavery and human trafficking.

## Policies & Control

We operate the following policies that describe our approach to the identification of risks and steps to be taken to prevent modern 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 into our procurement projects. All new suppliers undergo the same checks during their onboarding process, which are managed by the Procurement and Accounts Payable teams.

A supplier without these policies in place will not meet our minimum requirements and a risk based

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decision in conjunction with the requester will be made as to whether or not to trade with that organisation.

In the scenario that one of our suppliers is suspected or found to be involved in modern slavery or human trafficking, they may, subject to the outcome of investigation, have their contract terminated, which is set out in our Terms & Conditions.

All our suppliers within the identified highest risk categories will be contacted once every two years by the Procurement Team, and modern slavery and human trafficking policy checks will be part of this. For any contracts managed locally, these would not be able to be checked in the same way – instead, we make available training and signpost colleagues to other resources that would help them identify the signs associated with modern slavery and human trafficking and what actions they should take around reporting.

When making purchasing decisions our colleagues must adhere to our 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 modern slavery or human trafficking. The whistleblowing procedure is designed to make it easy for to make disclosures, without fear of repercussion, and includes the availability of an independent helpline for colleagues and reporting routes for concerns from families and other stakeholders.

**Code of Conduct** - We strive to maintain the highest standards of employee conduct and ethical behaviour in all areas of our activities, including managing our supply chain. Dimensions code makes clear to colleagues the actions and behaviour expected of them when representing the company. Colleagues are required to read the Code of Conduct as part of their onboarding and induction process.

**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 right to work checks for all colleagues 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).

## Training

We prioritise equipping our colleagues with the knowledge and tools to identify and address modern slavery and human trafficking.

As part of our Essential Safeguarding Adults training, which achieved a 97% compliance rate this year,

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modern slavery is a key component. This foundational training ensures that all colleagues are aware of the signs of modern slavery and understand their role in preventing it.

To further enhance our training efforts, we offer a comprehensive standalone e-learning module on modern slavery through our online learning and development platform. This module includes detailed reading materials and is accessible to all employees, providing them with deeper insights into the issue.

Recognising the unique scenarios that may arise in our context, we are developing additional targeted training. This new training will cover specific scenarios most at risk of occurring within our operations, incorporating the latest legal guidance. It will include an e-learning module and a 'crib sheet' for quick reference. This guide is designed for and will be available for colleagues in Resourcing, HR, and operations, ensuring they have immediate access to crucial information when needed.

By continuously improving our training programs, we aim to foster a vigilant and informed workforce capable of effectively combating modern slavery.

## What we have done in 2023/2024

- 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.
- Gained legal advice, specifically around several possible scenarios within the recruitment and agency management processes. As a result, updated Recruitment and Selection, and Agency Worker policies and Manager's Guide to incorporate modern slavery, including policy decisions based on legal advice. This includes a reporting protocol for any concerns raised within our agency supply chain.
- Shared modern slavery hotlines information (run by other organisations, e.g. National Crime Agency) with Resourcing team and included in above policies.
- Added an agenda item for modern slavery within the Agency Governance Group.
- Introduced 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.
- Introduced 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.
- We have developed a support document for candidates who applied for visa sponsorship but were not successful. This document directs them to where they can find support and advice. Additionally, for external candidates, we have included a resource from "Justice and Care" that provides guidance for sponsored workers in the care sector. This resource covers how to recognise the signs of modern slavery and where to seek assistance.

There have been no suspected cases of modern slavery or human trafficking during 2023/24. If a case was suspected or found we would report it to the Police as a crime.

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## Looking Ahead & Next Steps during 24/25

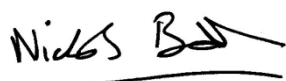
Our activity over the next 12-18 months, and how we will measure performance and progress, will cover:

Activity	Target	Due Date
Review of our Agency Framework Agreement	Dimensions have reviewed the agency framework Terms & Conditions and inserted appropriate clauses relating to modern slavery and human trafficking. All agencies have signed the new framework Terms & Conditions	March 2025
Creating a policy which organisations not covered by the Modern Slavery Act and whom do not already have a policy can agree to adhering to while onboarding.	Produce a policy suitable for suppliers not covered by the Act. The policy is approved and made available for all new suppliers.	March 2025
Developing and implementing targeted training modules on modern slavery that address specific scenarios relevant to our operations, incorporating legal guidance and how to identify and report it. This will include creating an e-learning module and a quick-reference 'crib sheet'	Training created, approved and made available for colleagues	March 2025
Conducting high-risk supplier checks every two years	We will contact 50% of all the suppliers in the categories below to see if they have an up to date Modern slavery statement. Categories include: <ul style="list-style-type: none"><li>• agency staff,</li><li>• building, maintenance contractors,</li><li>• IT equipment providers.</li></ul>	June 2025
Our Agency Framework Agreement sets a requirement that suppliers must conduct Right to Work checks for temporary workers (confirmed via our agency audits).	80% of our agencies (according to spend) will receive audits which include RTW checks	June 2025

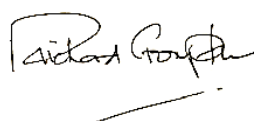
## Board approval

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

Signed by



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



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

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