



KISIMUL GROUP

KISIMUL GROUP LIMITED MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

We are committed to improving and continually reviewing our practices where possible, to combat slavery and human trafficking.

ORGANISATION'S STRUCTURE

We are a provider of education and care services to children and adults with complex learning difficulties, challenging behaviour, autism and global development delay. We are a part of the Cedar Group, and our ultimate parent company is Cedar Project Holdco Limited ("Cedar"). Cedar has its head office in the UK. We have c1,200 employees.

We have annual turnover of c£61m.

OUR SUPPLY CHAINS

Education and care support is provided by our employees within properties which are owned by the Group and based wholly within the United Kingdom. There is no manufacturing or distribution involved.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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. We are committed 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.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we ensure that our recruitment practices follow appropriate guidelines. This involves 'safer recruitment' under Ofsted guidelines by a defined recruitment team which is separate to the HR compliance team. All employees are subject to DBS and right to work checks. Our dealings with other suppliers include building contractors, suppliers of food, domestic supplies and office supplies. In respect of these parties we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Kisimul Group

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Registered Office : Kisimul Group Ltd • The Old Vicarage, 61 High Street, Swinderby, Lincoln, LN6 9LU • Company Registration Number : 3630117



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SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we maintain senior relationship contact with all our suppliers.

This involves director oversight and consists of involvement from the following departments as relevant: HR, finance (procurement) and external legal review.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We continually review our effectiveness and any areas of additional review that we should implement.



Chris McSharry
CEO - Kisimul Group Limited

Date: 2020 (Financial year ending 31 December 2019)

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