

Modern Day Slavery Statement

Our Commitment

As a UK apprenticeship training provider, Busy Bees Education and Training (BBET) is committed to creating positive opportunities through education, skills development and lawful employment.

Our vision is to empower learners to unlock their full potential and achieve lasting success, and our values of Care, Expertise, Accountability and Innovation guide the way we work and underpin our commitment to ethical business practices.

We recognise that modern slavery is a growing global issue and we understand that we are responsible for preventing, mitigating and addressing (if necessary) these risks in our business and our supply chain.

We will always treat people in our business and supply chain fairly and will not tolerate slavery, servitude, bonded, forced or compulsory labour in the manufacture of products we use and will not accept products or services from suppliers who employ or utilise slavery, servitude, bonded, forced or compulsory labour in any manner.

Mike

Mike Jones
CEO



Values



Care



Expertise



Innovation



Accountability

Our Organisation

Busy Bees Education and Training delivers apprenticeship programmes and professional training across the UK, specialising in:

- Early Years Apprenticeships
- Childcare Training
- Catering Apprenticeships
- Workforce Development Programmes

We work with learners, employers, staff, suppliers and external partners across a range of sectors and recognise our responsibility to identify and address modern slavery risks where they may arise.

Our Values

Care, Expertise, Accountability and Innovation underpin everything that we do across our training delivery and our support teams. Attracting the highest quality coaches for our teaching and the highest calibre of department expertise is key in delivering exceptional education for learners. With an experienced leadership team overseeing the business, BBET is committed to its vision to empower learners to unlock their full potential and achieve lasting success, and stands firmly by its high quality standards in the UK.

Our People

The Busy Bees Education and Training workforce in the United Kingdom is made up of contracted staff and consultants.

We have effective systems and controls in place to address the risk of slavery taking place in our business, in particular:

- Robust safer recruitment and employment policies and procedures for all our team members and consultants.
- We check the names and addresses, references, legal right to work and criminal records of our team members and consultants, with a system in place to record these checks. Agencies are required to provide evidence of safer recruitment checks of any workers provided.
- We ensure all team members have their own bank account and request verification of these details from new starters. Additionally, our HRIS systems do not allow an individual to amend their bank details without additional checks being made by our People team.

- We only contract with reputable recruitment and staffing agencies, conducting thorough due diligence on them before approving their use. This includes but is not limited to:
 - o Background checks.
 - o Checking agency staff have required paperwork.
 - o Ensuring agencies are contractually committed to carry out checks on the staff they provide.
- We provide our team members with a confidential and anonymous Speak Up helpline (managed by an independent provider 24/7, 365 days a year) where they can raise any concerns in respect of slavery in our business or our supply chains. Our helpline is supported by our Global Speak Up policy, with all our staff trained annually on the requirement to Speak Up to help Busy Bees address any suspected misconduct. In 2025, the UK did not receive any reports of modern slavery amongst our workforce.
- Our confidential Employee Assistance Programme also provides our team members with a secure way of seeking advice about any modern slavery or human trafficking issues personally affecting them or their families.

Our supply chain

Our primary group of suppliers at Busy Bees Education and Training are those that supply our IT services, awarding organisations and suppliers providing venues, centres, food, equipment, consumables, cleaning and maintenance services.

We have implemented systems and controls to address the risk of slavery taking place in our supply chain, in particular we:

- Carry out due diligence (reviewed and updated in 2026) on all our key suppliers, which includes our entire contractor base prior to onboarding.
- Conduct annual reviews of our key suppliers' policies and procedures to ensure slavery is not taking place in their business.
- Expect all those in our supply chain to comply with our values, with key suppliers required to commit to modern slavery contractual obligations. We will not support or deal with any business knowingly involved in modern slavery or human trafficking. In 2025, we did not receive any notifications of any of our key suppliers' failing to comply with their modern slavery obligations.

Our policies

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. Our Modern Slavery Global Policy reflects our commitment 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.

This policy sits alongside a framework of Busy Bees policies, which ensure our values are reflected in all our activities, including:

- **Speak Up** – ensures all employees have a confidential avenue to report concerns through, with both the policy and related training subject to annual roll out during 2026.
- **Code of Conduct** – sets out our values and expectations of our people.
- **Safer Recruitment** – sets out the checks that must be completed ahead of any individual being recruited by Busy Bees Education and Training.
- **DBS (England & Wales) and PVG & SSSC (Scotland)** – which outlines our approach to these safeguarding checks and services at Busy Bees Education and Training
- **Europe Procurement Handbook** – sets out to all key stakeholders the expected standards of due diligence and contractual requirements for material suppliers in relation to modern slavery practice.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all staff are required to complete mandatory modern slavery and human trafficking training upon commencement of their employment. Further training is then periodically provided to team members throughout their employment.

Further steps

We will continue to periodically review the effectiveness of the steps we have taken to address the risk of slavery or human trafficking in our business and supply chains.

Our focus in 2026 will be on:

- improving governance in our procurement and contracting processes to ensure all key suppliers are (where appropriate) on standard terms and conditions which include appropriate modern slavery compliance obligations; and
- reviewing and improving our training, policies and procedures to ensure they remain up to date; relevant and our embedded into our ways of working.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

It sets out the steps Busy Bees Education and Training have taken (during the financial year ended 31 December 2025), and will continue to take, to address the risk of modern slavery and human trafficking occurring in the business and its supply chains.

The statement was approved by the board of Busy Bees Education and Training on 16 July 2026.

Contact Us

If you have any questions regarding this statement, please contact Busy Bees Education and Training using the contact details on our website.