



Modern Slavery and Human Trafficking Statement

April 2025



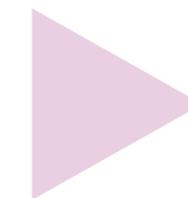
respect



ambition



belonging



Introduction

Kibble Education and Care Centre (Kibble) is a leading children's charity and social enterprise with the vision to transform lives, families and communities through care, education and mental health support.

For over 160 years, Kibble has grown and evolved in line with the ever-changing needs of young people and now provides a full range of integrated specialist services including residential care, primary and secondary education, secure care and more. All decisions are made with the intention to help give young people a chance at life.



Kibble's Commitment and Dedication

Kibble is committed to the abolition of modern slavery and human trafficking and follows the principles set out in the Modern Slavery Act 2015.

The following statement is made on behalf of Kibble and its relevant subsidiaries in line with Section 54 of the Act. The companies included are:

- Kibble Education and Care Centre
- Kibbleworks (KWL)
- Kibble Campus Developments Limited (KCDL)
- Kibble Construction Limited (KCL)
- Kibble Trading Limited (KTL)

In this document, the term 'Kibble' refers to all companies.

Kibble's dedication to the prevention of modern slavery and human trafficking is in line with our mission and values.

Mission: Empower lives and fulfil potential through care, education and opportunity

Values: Respect, Ambition and Belonging

- **Respect** one another by building relationships on integrity, compassion and trust. Accountable and responsible use of resources.
- Have the **ambition** and courage to keep improving and innovating. Creating positive opportunities from everyday experiences.
- Feel a sense of **belonging**. Be inspired by our shared purpose and be proud to be included. Making a positive difference and creating lasting connections.





Governance

Kibble conducts business ethically and with integrity. Kibble does not tolerate modern slavery and human-trafficking and has policies, systems and appropriate checks in place to ensure prevention. The controls confirm all operations across Kibble including the supply chain and recruitment comply with the guidance outlined in the Modern Slavery Act 2015.

Kibble's Board of Directors has the overall responsibility for ensuring this statement complies with our legal and ethical obligations, and is reviewed on an annual basis. Management is responsible for raising awareness of the policies and implementing the relevant processes.

Key policies and/or procedures which must be followed by all employees, suppliers and stakeholders to work with Kibble include:

- Human Resources Manual
- Children's Rights Policies
- Contracts Disclosure Checks Procedure
- Contractors Disclosure Assurance
- A response to any violation claims is prepared through the Supply Chain Failure Guide Card

Kibble policies are held in the centralised location of the Staff Intranet and can be accessed by Kibble employees at any time. Policies are continually reviewed and updated accordingly.

Onboarding employees complete mandatory induction training and are given an understanding of Kibble's legal and ethical ways of working, policies and procedures.

Supply Chain

Kibble uses a wide range of suppliers, in relation to both goods and services, to support the charities' activities and running of the organisation. Kibble has a number of policies and controls in place to minimise, where possible, the risk of modern slavery within our supply chains. We ask that all new contractors complete and sign a Disclosure that, among other items, includes questions on ethical procurement including Modern Slavery.

Whistleblowing

Any suspicions or concerns must be reported immediately. The workforce can refer to Kibble's Whistleblowing Policy, which encourages staff to raise claims which they believe are in the public interest and may relate to illegal, improper or unethical conduct.

Recruitment

Kibble is an equal opportunities employer and has a rigorous recruitment process. Our recruitment practices include 'right to work' checks for all prospective employees. This ensures we maintain an assured overview of those entering our employment and comply with relevant employment law to prevent the occurrence of forced or involuntary labour.

Programme of Continuous Improvement

Kibble is constantly evolving with one of the three strategic priorities being to improve processes, therefore, will continue to progress the commitment to the Modern Slavery Act and further strengthen the due diligence carried out on suppliers and stakeholders.

Kibble has made progress on reviewing key policies, mandatory training and procurement procedures, with the intention of ensuring all operations are up-to-date in line with current legislation and guidance on preventing modern slavery and human trafficking. We have improved our programme of screening contractors and will continue work to improve screening of wider suppliers. We will continue to refine key policies and documentation in use.

Approval

This statement has been approved by the Board of Directors and the Executive Team of Kibble and is signed on their behalf by the Chief Executive Officer of Kibble.

James Gillespie
Chief Executive Officer





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