



THE BIG LiFE GROUP

Modern Slavery Statement 2026-27

1. Introduction

This purpose of this statement is to set out The Big Life Group's approach to eliminating modern slavery, human trafficking, forced labour and labour rights violations from our business activities and supply chain.

Under the Modern Slavery Act 2015, an organisation must publish an annual modern slavery statement on its website if it:

- Is a commercial organisation that supplies goods or services, and
- Carries out its business (or part of its business) in the UK, and
- Has a total annual worldwide turnover of £36 million or more.

While the above criteria does not apply to The Big Life Group; and we are not required to publish an annual modern slavery statement, we choose to do so.

At 31 March 2026, The Big Life Group has a turnover (excluding Big Life Schools) of 32.2m, employs 650 staff and delivers a range of services across the North of England, covering mental and physical health, addiction and criminal justice, housing, education and family support.

Predominantly our supply chains include goods and services for the repair and maintenance of The Big Life Group's buildings, including supported housing, purchasing catering for schools and nurseries and purchasing goods and services to facilitate the running of community centres and office premises.

2. Statement

The Big Life Group fights for equity - in health, in wealth, and in life. Our mission means we have a responsibility to contribute positively to the communities we serve, and to provide a safe and great place to work. By keeping modern slavery out of our supply chain and helping partners and colleagues to spot the signs, we can create stronger, more resilient communities. This statement is prepared in accordance with the Modern Slavery Act 2015 and its definition of modern slavery, including human trafficking.

This statement has been approved by the Group's Board.

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Document Reference: BLG401

Version Number: 1

Classification: Public

Revised: Aug 2026

To be reviewed: Aug 2027

3. Definition of 'modern slavery'

Modern slavery is the severe exploitation of someone for commercial gain. It can include:

- human trafficking – where someone facilitates or arranges the transport of another person for exploitation
- forced labour – where someone is forced to work through coercion (threats)
- serfdom – where someone is forced to work through coercion and lives on another's property
- bonded labour – where someone in poverty borrows money and is forced to work to pay off the debt
- descent-based slavery – where slavery is 'passed down' through a family line
- forced and early marriage – where someone is married against their will or is too young to consent to the marriage

4. Preventing modern slavery

To complete this statement, Big Life carried out a risk assessment (appendix 1) which identifies the activities which could be exposed to modern slavery and the mitigations in place to reduce these. This includes:

- Employment practices
- Vulnerable clients
- Subcontractors
- Organisations which Big Life signposts clients to.

During the financial year 2025 – 2026, the group did not receive any reports in relation to Modern Slavery. Big Life believes it is at low risk of exposure to modern slavery.

We will continue to ensure that modern slavery does not form part of our business operations by:

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- Reviewing, the modern slavery risk assessment annually to identify areas most at risk of modern slavery, and identify measures we can put in place to remove and reduce risks

We will ensure that modern slavery does not form part of our supply chain by carrying out due diligence on suppliers before working with them.

Agreements with suppliers will state that:

- Suppliers' performance with regards to modern slavery will be monitored alongside other parts of the contract
- Suppliers are expected to monitor their own supply chains and report any breaches of the Modern Slavery Act 2015
- If an instance of modern slavery is identified and not rectified to our satisfaction, we can terminate the contract with the supplier at no penalty to us

Big Life's approach to modern slavery is communicated to all staff through policies and training, and to contractors and suppliers at the start of the relationship.

5. If there is an instance of modern slavery

5.1 Immediate response

If an employee spots any instance of modern slavery, they should report it to the police immediately. If the situation is not an emergency, they can call the police on 101. If there is a risk of immediate danger, they should call 999.

5.2 If the instance is within our organisation

If an instance of modern slavery is found within our organisation, the Executive Team will be informed immediately, and a Director will be appointed to oversee all measures necessary to rectify the situation. Steps needed may include:

- Changing processes and policies
- Providing more training to all employees

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- Reporting individuals who have breached the Modern Slavery Act 2015 to the appropriate authority
- Where an employee has fallen short of the expectations of this policy, acting in line with our company capability or disciplinary procedures

5.3 If the instance is within our supply chain

If an instance of modern slavery is found within our supply chain, employees should notify Keith Smith, Big Life's Safeguarding Lead, who will decide appropriate action. This may include:

- Offering advice to the supplier on steps they can take to eradicate modern slavery
- Setting a deadline by which changes must be made
- Terminating the working agreement with the supplier

6. Raising concerns

Employees are encouraged to talk to HR if they have a question about modern slavery, or if they are not sure something they have seen counts as modern slavery.

The Modern Slavery Helpline can also provide advice. Their number is 08000 121 700.

7. Impact on employees

An employee will face no negative consequences for:

- Alerting the appropriate authority and/or senior leaders to an instance of modern slavery
- Raising concerns about our business practices
- Seeking advice from an outside party about modern slavery
- Asking questions about modern slavery.

If an employee feels they have suffered a detriment for any of the above, we encourage them to raise this using our company grievance or whistleblowing procedure.

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8. Key performance indicators (KPIs)

This policy's KPIs are:

- 100% of supplier due diligence completed before a contract is signed with them
- Monitoring of the number of breaches of this policy
- 95% of employees complete modern slavery training.

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9. Further Actions

Our actions for 2026-27 are to:

- Ensure suppliers the group is already working with have completed the updated new supplier due diligence requirements
- Review which staff roles must complete modern slavery training.

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Appendix 1: Modern Slavery Risk Assessment

RISK	CONTROL	RISK BEFORE CONTROLS		RISK AFTER CONTROLS	
		LIKELIHOOD	IMPACT	LIKELIHOOD	IMPACT
Employment (people) practices. The group employs 670 staff and provides 230 volunteer opportunities per year.	• Original right to work documentation seen. • Single Central register populated and monitored monthly by HR, quarterly by Quality Committee. • All staff paid Real Living Wage or above. • Whistleblowing and Grievance Policies to ensure that employees may raise concerns without fear of reprisal. • Staff training - safer recruitment for all hiring managers, Safeguarding training for staff. • No compulsory overtime policy. • Freedom of movement/termination of contract in place • Recruitment agencies –We do not work with agencies where worker paid recruitment fees (where the staff is charged for fees) are in place.	3	5	1	5

People All vulnerable clients	• Safeguarding training, including modern slavery for all staff • Posters in buildings signposting clients to organisations who provide support	3	5	2	5
Sub-contractors High-risk sectors for Big Life group are: • Cleaners • Construction • Gardening and landscaping • Recycling and waste • Catering and food services • Employment agencies	Procurement policy requires the following due diligence in relation to modern slavery: • Organisations to confirm if they have a modern slavery statement and provide a copy of this • Organisation to confirm if they monitor areas at risk of modern slavery and identify measures to put in place to reduce or remove these risks • Organisation to confirm that they monitor their supply chain in relation to modern slavery and that any breaches of the modern Slavery Act 2015 would be reported. • The Group will mandatorily exclude working with any organisation or an individual that has been convicted of an offence under the Act. • Supplier contracts include that where the Group is of the opinion that either the working practices	3	5	1	5

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	significantly contravene its expectations set out in this statement, or there has been insufficient progress being made by the contractor or supplier to address non-compliance, then it may terminate any business relationship immediately. • Ethical purchasing practise, consider late payments, withdrawing from contracts last minute, accuracy of technical specifications, aggressive pricing				
Organisations we refer or signpost clients to for support (not through a sub-contracting arrangement)	• Staff trained on safeguarding, specifically modern slavery. • Team meeting discussion/briefings in services which signpost.	3	5	1	5

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