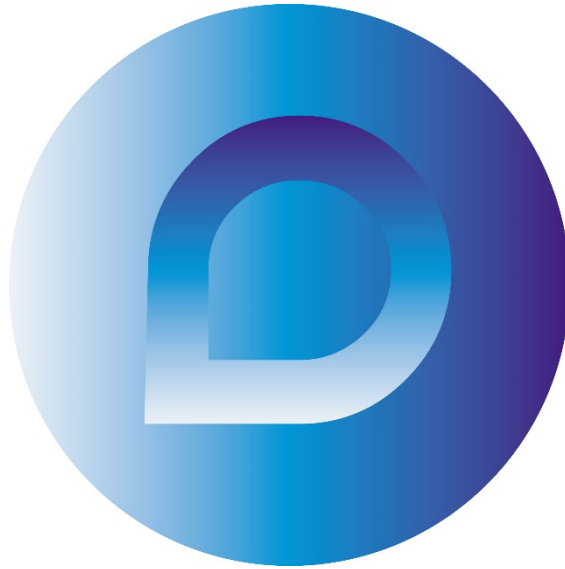


Modern Slavery & Human Trafficking Statement



2022 – 2023 Issue Date: 13/07/2022

Reviewed:	13/07/2022
Expiry Date:	12/07/2023
Next Review:	July 2023
Appraised:	N/A
Next Appraisal:	August 2022

Modern Slavery & Human Trafficking Statement 2022 – 2023 - By Design Group Ltd and Associated Companies

The By Design Group Ltd and associated companies (BDG for future reference in this document) are committed to acting in an ethical manner, with integrity and transparency in all business dealings and to creating effective systems and controls to safeguard against any form of Modern Slavery* taking place within our business or our supply chain.

This statement sets out the steps we are taking to ensure that Modern Slavery is not taking place within our business or supply chain.

By Design Group Ltd

The BDG and has a mission to inspire and motivate young people in areas they would not normally access. We bring education to life by managing young person programmes and interventions and providing curriculum and extra-curricular support workshops to schools both directly and on behalf of business. We use a range of innovative and creative methods to engage and motivate learners both at school and beyond.

Our work includes:

- Delivering the National Citizen Service (NCS) programme across regions of England.
- Direct delivery of products and services to schools and colleges.
- The management and delivery of national engagement and outreach programmes for public sector and corporate organisations
- The management and delivery of events for various clients.

BDG Supply Chains

As a UK focused company our supply chain includes a wide range of suppliers including suppliers to fulfil our many contracts together with IT services, office equipment, professional services from our lawyers and auditors, cleaning services and other office facilities services.

Processes & Procedures to Eradicate Modern Slavery

To ensure we eradicate Modern Slavery in our business and supply chain we:

- Commit to providing training and awareness to all staff on the issue of Modern Slavery.
- Will ensure that any reports or concerns relating to Modern Slavery are reported to senior management and resolved.
- Operate a Modern Slavery Policy that requires staff to investigate suppliers and the actions they are taking to eradicate Modern Slavery.
- Ensure that our Recruitment Policy (and those of our suppliers) includes at least the minimum eligibility to work checks for all members of staff.
- Will aim to ensure that all statutory work and pay conditions are adhered to by ourselves and our suppliers.

- Communicate and ensure staff are aware of our Whistleblowing Policy so that they know that they can raise concerns about how colleagues are being treated or risks within our business or supply chain.
- Operate a Procurement Policy which requires new suppliers to provide information regarding the steps they are taking to eradicate Modern Slavery from their business and supply chain.

Training & Awareness

BDG policies and procedures are communicated to all our staff as part of their induction. They are also available at any time to all staff members through our internal intranet. To ensure understanding of the risks of modern slavery we propose to develop a training module that will become mandatory for all employees.

Approval of this Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and relates to the financial year running up to the end of September 2022 and has been approved by the Board of Directors.

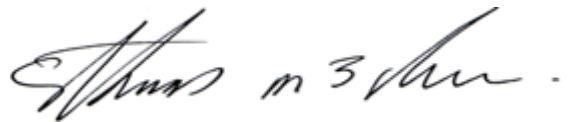
Signed:



Date: 13/07/2022

Geoff Parsons
Executive Chairman

Signed:



Date: 13/07/2022

Stephen Frew
Governance and Compliance Manager

* Modern Slavery – is an umbrella term for activities involved when one person obtains or holds another person in compelled service. This collective term includes and is not limited to slavery, servitude, forced labor, child labor and human trafficking.