

Modern Slavery Statement

Effective Date: 1 January 2026

Annual Review Date: 1 January 2027

Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Youth Start's slavery and human trafficking statement for the financial year ending 31 December 2026.

Youth Start is committed to preventing slavery and human trafficking in our operations and supply chains. We recognise our responsibility to respect human rights and operate ethically in all aspects of our business.

Our Organisation and Structure

Youth Start is a social enterprise operating in the recruitment and employment services sector. We provide a 12-week mentorship programme that supports young people aged 16-24 into sustainable employment whilst delivering recruitment solutions to employers across the United Kingdom.

Our business model places us in a unique position of responsibility: we work directly with vulnerable young people and maintain relationships with employer clients across multiple sectors. This dual focus heightens our awareness of modern slavery risks and strengthens our commitment to prevention.

Our Supply Chains

Our supply chains include:

- Professional services providers (legal, accounting, technology)
- Training and assessment tool providers
- Marketing and communications suppliers
- Office equipment and facilities suppliers
- Technology and software vendors

We acknowledge that certain sectors within our supply chains may present higher risks of modern slavery, including cleaning services, facilities management, and technology manufacturing.

Policies in Relation to Slavery and Human Trafficking

Youth Start operates several policies that support our commitment to preventing modern slavery:

- **Recruitment and Selection Policy:** Ensures all candidates, particularly young people in our programme, are treated with dignity and are not exploited
- **Safeguarding Policy:** Protects vulnerable young people from all forms of harm, including exploitation

- **Whistleblowing Policy:** Provides safe channels for reporting concerns about modern slavery
- **Supplier Code of Conduct:** Sets clear expectations for suppliers regarding labour standards and human rights

Due Diligence Processes

Youth Start undertakes the following due diligence activities:

Young People in Our Programme: - Thorough assessment of each young person's circumstances during intake - Regular check-ins throughout the 12-week mentorship period - Monitoring of workplace conditions at employer sites - Clear reporting mechanisms for concerns

Employer Clients: - Assessment of employer practices during onboarding - Site visits where appropriate - Contractual clauses requiring compliance with modern slavery legislation - Regular review of employer relationships

Suppliers: - Risk assessment of new suppliers before engagement - Inclusion of modern slavery clauses in supplier contracts - Periodic review of existing supplier relationships - Prioritisation of UK-based suppliers where practical

Risk Assessment and Management

We have identified the following areas of potential risk:

- Young people from disadvantaged backgrounds may be vulnerable to exploitation
- Employers in high-risk sectors (hospitality, agriculture, construction, care)
- International supply chains, particularly in technology and manufacturing
- Subcontracting arrangements where visibility is reduced

We manage these risks through direct engagement, monitoring, and maintaining open communication channels with all stakeholders.

Training and Awareness

All Youth Start staff and mentors receive training on:

- Recognising signs of modern slavery and human trafficking
- Understanding our responsibilities under the Modern Slavery Act 2015
- Reporting procedures and escalation protocols
- Supporting vulnerable young people appropriately

Training is provided during induction and refreshed annually.

Effectiveness and Key Performance Indicators

We measure the effectiveness of our approach through:

- Number of staff trained on modern slavery awareness (target: 100% annually)
- Percentage of supplier contracts containing modern slavery clauses (target: 100%)

- Number of employer site assessments completed
- Number of concerns reported and investigated
- Completion rate of supplier risk assessments

Our Commitment

Youth Start is committed to continuous improvement in our approach to preventing modern slavery. We will:

- Review and update our policies annually
- Engage with young people, employers, and suppliers on modern slavery issues
- Respond promptly and effectively to any concerns raised
- Report transparently on our progress

This statement has been approved by Youth Start's senior management and will be reviewed annually.

Contact Information:

For questions or concerns regarding this statement:

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Statement Date: 1 January 2026

Next Review: 1 January 2027

