Slavery and Human Trafficking Statement

Introduction

Modern Slavery and Human Trafficking are crimes that affect communities and individuals across the globe. Compare the Market Limited (the Company) strictly prohibits the use of forced labour and human trafficking in all its operations and global supply chains.

The Company considers it imperative that, as a business, there should be total transparency in our efforts to meet the requirements of the Modern Slavery Act 2015 (the Act).

The following statement outlines our adherence to the Act and highlights the steps we take to ensure that there are no occurrences of Modern Slavery or Human Trafficking within the organisation or its supply chains.

As highlighted in our Company values, it is fundamental we conduct our business with honesty, integrity and in accordance with the highest ethical standards.

We are committed to the ongoing review of our practices to ensure we continue to meet the requirements of the Act.

Our Business

The Company is part of the BGL Group, a leading digital distributor of insurance and household financial services.

Comparethemarket.com, which operates through the Company, is one of the UK's leading price comparison sites and offers customers access to a growing range of car, home insurance and breadth products (including life, travel, and pet insurance as well as utilities and money products).

Related Company Policies

The Company is committed to ensuring that Modern Slavery and Human Trafficking do not exist within any part of our business or supply chains, and we empower all our colleagues to report wrongdoing where they become aware of it through our Speak Up Policy.

The implementation and enforcement of effective systems and controls within the organisation and our supply chains safeguards against Modern Slavery and Human Trafficking.

Where risks associated with the Act are identified, these are managed in accordance with the Company's Risk Management Framework, Diversity & Inclusion Policy, Recruitment Selection and Secondment Policy. Additionally, the Company operates a Speak Up Policy and actively encourages the reporting and exposure of unethical behaviour.

Supplier Adherence to our values and Due Diligence Processes

The Company's employees are employed via an employing group entity BGL Group Limited based in the UK. Employee Relations are managed consistently across the Company by the Human Resources department and all employees are paid at least the National Living Wage.

All new major suppliers undergo onboarding and due diligence processes, within which suppliers are required to attest to how they adhere to Modern Slavery requirements and detail their approach to ensuring Modern Slavery and Human Trafficking is mitigated by the firm and those they engage within its supply chain.

We do not rely solely on our supply chain's commitment to being compliant. Certain contracts give us the right of audit and we are therefore able to conduct reviews on our third parties that we deem could be susceptible to Modern Slavery and Human Trafficking Risks.

Training

To ensure a high level of understanding of the risks of Modern Slavery and Human Trafficking in our organisation and supply chains, we provide training to our employees on an annual basis to raise awareness of this issue throughout the Company and continue to refresh this training annually.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's Slavery and Human Trafficking Statement for the financial year ending 30th June 2023.

This statement has been approved by the Board of Directors of Compare the Market Limited.

Mark Bailie, Director and CEO Compare the Market Limited