

## **Modern Slavery Statement - 2025**

The Society is committed to ensuring that modern slavery and human trafficking have no place in its operations or supply chains.

### **Organisation and structure**

The Society operates as a single entity within the UK, with a clearly defined governance structure overseeing its activities. As a single entity operating exclusively within the UK, the Society assesses its exposure to modern slavery risks as low. Nevertheless, we remain vigilant and proactive in maintaining ethical supply chains. We uphold this commitment by fostering transparency and accountability across all aspects of our business.

Our leadership team is responsible for ensuring compliance with relevant legislation, including the Modern Slavery Act 2015, and for embedding ethical chain practices standards throughout our operations. The Society works closely with key business areas—including procurement, risk management, and human resources—to ensure robust oversight and due diligence regarding modern slavery risks.

### **Colleague Awareness**

All colleagues receive training to recognise and respond to potential risks of modern slavery within our business and supply chain. Colleagues are encouraged to report concerns through our Risk Event process or via the Speak Up Policy, ensuring swift investigation and action.

### **Supply Chain Due Diligence and Risk Assessment**

The Society prioritises long-term relationships with local suppliers and key third parties, ensuring responsible sourcing and ethical partnerships.

All key third parties have undergone a rigorous due diligence process. Given that the majority operate within the UK, we maintain confidence in their ethical standards and business practices.

We continuously review our risk assessment processes to identify any emerging risks and strengthen our approach.

### **Monitoring and Continuous Improvement**

While the Society believes the risk of modern slavery and human trafficking within its operations remains low, we are committed to ongoing assessment and enhancement of our policies and procedures. Future developments, including legislative updates and best practice recommendations, will be incorporated into our approach.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015

**Iain Kirkpatrick, Chief Executive – May 2025**