

## Modern Slavery and Human Trafficking Statement

This statement has been published in accordance with section 54 of the Modern Slavery Act 2015 and sets out steps taken by Leek United Building Society during 2020 to prevent modern slavery and human trafficking in its business.

Leek United Building Society has a zero tolerance approach to modern slavery of any kind and will not engage in any business activity with a third party organisation which engages, or is believed to engage, in people trafficking, slavery, forced labour or domestic enslavement. The Society's Board of Directors has overall responsibility for ensuring the Society complies with the Modern Slavery Act and all staff are expected to report concerns using appropriate reporting channels and management are expected to act upon them.

### Organisation Structure and Supply Chain

Leek United Building Society has 12 branches and employs approximately 200 staff across its branch network and customer service centre sites. The Society, like all mutual organisations, exists and functions for the benefit of its members. With the right cultural values embedded throughout, all staff are committed to putting customers first and to ensuring customers are at the heart of all they do. The Society's financial year end date is 31 December.

The financial services industry does not carry a high risk exposure to modern day slavery and the Society is not part of a supply chain. However, in delivering its services, the Society undertakes due diligence on its key third party suppliers to ensure their policies and practices are compliant with legislations and aligned to the Society's expectations.

### Policies

The Society is committed to ensuring there is no modern slavery or human trafficking in any part of its business. Colleagues are able to report any suspicion of a criminal offence under its Whistleblowing Policy. This policy is to protect and support colleagues who make a non-malicious allegation in the best interests of Leek United Building Society, providing a confidential contact point and responding in an appropriate manner. The Society does not have any appetite to enter into, or remain in contract with, third party suppliers that are unable to demonstrate their adherence to legislative and regulatory obligations which is detailed within the Society's Third Party Supplier Risk Policy.

### Due Diligence Processes

Due diligence checks are completed on all critical suppliers at the initial assessment and as part of the ongoing assessment on an annual basis. As part of this assessment third party suppliers are asked to confirm their compliance with the Modern Slavery Act 2015 and a copy of their most recent Modern Slavery and Human Trafficking Statement is obtained.

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its business, the Society provides training to all staff within its Financial Crime awareness training.

### Ongoing Commitment

The Society is committed to working closely with its suppliers in the identification and abolition of modern slavery and human trafficking. The Society will continue to review its existing training for all staff and will continue to update and develop policies and procedures to address and incorporate provisions of the Modern Slavery Act.

This statement was approved on 29 April 2021 by the Board of Directors of Leek United Building Society and is signed by:



**Andrew Healy**  
Chief Executive  
29 April 2021



**Rachel Court**  
Chair  
29 April 2021