



Introduction

This statement sets out Intrum's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities from 1st April 2015 onwards.

As part of the Debt Collection industry the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains.

This statement covers the activities of the Intrum UK Group

Intrum Group purchases debt, collects debt and as part of that process, sub-contacts services.

- Countries of operation and supply
- The organisation currently operates solely in the UK
- The company does not consider any in-house or sub-contracted service to be a high risk
- The company considers both in-house and outsourced services to be minimal risk

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows;

- Policies: The Executive Board of Intrum are responsible for putting in place and reviewing policies and the process
- Risk assessments: The company acts in full accordance with UK employment Law as do all suppliers. Annual audits take place on suppliers, where deemed applicable
- Investigations/due diligence: The HR and Conduct Risk Director will be responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking
- Training: Annual training is undertaken within the company to better understand and respond to the identified slavery and human trafficking risks

Relevant policies

The organisation operates the following policies that assist in the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations. Whistleblowing policy: The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing policy is designed to make it easy for workers to make disclosures, without fear of retaliation.

Employee code of conduct

The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.

Recruitment

The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

Performance indicators

The organisation has reviewed its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015. As a result, the organisation requires all staff to have completed training on modern slavery annually.

Training

The organisation requires all staff within the organisation to complete training on modern slavery. The organisation's modern slavery training covers:

- Our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline
- What steps should be taken if slavery or human trafficking is suspected

Executive Board approval

This statement has been approved by the organisation's Executive Board of directors who will review and update it annually.

Mr Eddie Nott

Managing Director, UK

Date: 01.03.2018