

# Modern Slavery and Human Trafficking Statement at ChangeGroup

Published: 9 April 2021

The following statement has been published by The Change Group International (Holdings) Limited in accordance with the Modern Slavery Act 2015.

The Modern Slavery Act requires any organisation with a global annual turnover of £36m or above and that is operating in the United Kingdom to produce an annual statement. That statement needs to detail the steps that have been taken during the financial year to ensure modern slavery is not taking place within any part of that organisation's business or in its supply chain.

This statement sets out the steps taken during the year ended 31 Dec 2021 to prevent modern slavery and human trafficking within the organisation and its supply chains.

## Our Commitment

Modern slavery is a criminal offence and a violation of fundamental human rights and is not tolerated at ChangeGroup. We remain committed to doing business in a responsible way, which includes a commitment to do all that we reasonably can to prevent all forms of modern slavery in any part of our own business and our supply chain.

We expect our suppliers to share and uphold these ethical values and principles. ChangeGroup insists that all our operations and all our domestic and global supply chains have:

- Freedom of workers to terminate employment
- Freedom of movement
- Freedom of association
- Prohibit any threat of violence, harassment and intimidation
- Prohibit the use of worker paid recruitment fees
- Prohibit compulsory overtime
- Prohibits child labour
- Prohibits discrimination
- Prohibits confiscation of workers' original identification documents
- Provides reasonable access to remedy, compensation and justice for victims of modern slavery

ChangeGroup has a robust Whistle-blowers' protection policy and any individual may use it to highlight any issues or concerns they might have.

## Our Business and Our People

ChangeGroup is a leading provider of foreign currency and financial services for tourists around the world, operating for over 30 years. Built on caring family values, consistent high achievement, and a focus on delivering a fabulous experience for our customers and colleagues, we are an exciting and unique team of over 80 nationalities. This means we are more sensitive than most to the importance of preventing modern slavery and human trafficking.

Responsibility for our modern slavery policy and programme sits with the Board of Directors and forms a part of our ESG policies and activities. In particular, one of our 5 core values is "Caring", which extends to our staff, our customers, partners and the wider world. It is therefore of absolute importance that our Group of Companies, our employees and our supply chains commit to the highest ethical standards in all aspects.

## Supply Chain

Our service contracts require suppliers to comply with the Modern Slavery Act 2015, as well as relevant Change Group policies, including our Code of Business Ethics, Code of Conduct and Whistleblowing Policy.

We also require our suppliers to:

- Implement due diligence procedures for their own supply chains; and
- Use reasonable endeavours not to purchase raw materials, resources, or products from organisations using forced labour.

## Training and Awareness-Raising Activities

Over the last few years, we have worked to build awareness of modern slavery across our business and supply chain. This has included launching companywide ethics training, which includes content on modern slavery.

We continue to seek opportunities to find out what other companies are doing in this space and share valuable experiences and insights.

## Key Performance Indicators

Change Group's Anti-Slavery Policy states that we must monitor and categorise concerns reported to us.

In 2020/21, no concerns were reported in relation to modern slavery and/or human trafficking.

## Key Actions in 2020 / 2021

The following is a summary of the key actions completed in 2020/21:

- Identified and reduced key risks areas within the business and worked to identify the most vulnerable areas of our supply chain.
- Roll-out of "Ethics" based training content, which includes a section on modern slavery.

- Completion of the 2021 “Modern Slavery and Human Trafficking” statement.
- Conducted supplier due diligence.

This statement refers to the financial year ending 31 Dec 2021 and was approved by the Board of Directors, The Change Group International (Holdings) Ltd on April 8<sup>th</sup> 2021.