

Modern Slavery Statement 2020/2021

This statement is made by International SOS Assistance (UK) Ltd. under the legal requirement set out under Section 54 of the Modern Slavery Act (2015).

The International SOS Group (“International SOS”) is the world’s leading health and security services Group with over 10,000 employees working in 1,000 locations in 85 countries. We were founded on the principle of putting the patient first and this is still true today. Led by 5,200 medical professionals and 200 security specialists our teams work night and day to find solutions to protect our clients’ global workforce in whatever situation they may be facing; we assess, advise and assist from a health, security and logistical perspective to protect our client’s workforce internationally through providing invaluable local knowledge and expertise on a global scale. International SOS Assistance (UK) Ltd is a wholly owned affiliate of the Group.

Summary

International SOS is committed to its’ responsibility to avoid participating, either directly or indirectly, in modern day slavery. We continue to take appropriate steps to effectively ensure that modern day slavery has no place in our company or in our supply chain. The company’s latest [Sustainability Progress Report](#) provides more information about the ethics, values and goals of International SOS.

Structure and Supply Chain

International SOS is the worldwide registered trademark for the diverse group of companies operating under the International SOS trademark umbrella. The parent holding company is AEA International Holdings Pte. Ltd. which is incorporated in Singapore and operates under Singaporean Law.

International SOS is committed to protecting our corporate reputation as a trustworthy, ethical group of companies so that we can continue to safeguard our clients, their employees and the employees of third part service providers and so prosper as a company.

Policies

International SOS has a comprehensive set of policies and process that contribute to enabling our business and our employees to identify and mitigate any risks related to modern day slavery.

Code of Conduct and Ethics

International SOS attaches great importance to the honest and ethical conduct of our employees, our clients and our suppliers and service providers. This commitment is underpinned by our Code of Conduct and Ethics, which sets out principles enabling our business to operate in a safe, honest and responsible manner. At International SOS, our employees demonstrate core corporate values including passion, expertise, respect and care, and our Code of Conduct and Ethics ensures we put the interest of our clients and members first to make a real difference in people’s lives. Training on the Code of Conduct and Ethics is undertaken on an annual basis by all of our employees as part of our Global Compliance Course.

Individual Rights

Our Individual Rights Policy seeks to ensure the protection of individual human rights through our behaviour towards our employees, clients and service providers. The policy clearly states that we do not employ child, bonded or forced labour and we expect our service providers treat their employees with dignity and respect.

Safeguarding of Children and Vulnerable Adults

At International SOS, we recognise our obligations with regards to providing services to children and vulnerable adults. Our Safeguarding of Children and Vulnerable Adults Policy provides behavioural and procedural guidelines to our employees to ensure that the rights of these individuals are protected

and that our employees are aware that they have a responsibility to protect them from harm or abuse when delivering our services.

Whistleblowing

Our Whistleblowing Policy offers direction to staff who may become aware of modern day slavery within our business or supply chain and provides information to ensure incidents are appropriately reported.

Due Diligence

At International SOS, we do not, under any circumstances use forced, bonded or child labour in the provision of our services. In addition, we make every effort to ensure that our service providers operate with the highest level of integrity and are free of the use of forced, bonded or child labour.

In the UK, we only use UK registered suppliers and service providers for the provision of our medical services. We monitor our suppliers and service providers very closely to ensure that they comply with the highest level of ethical standards. To ensure that our suppliers and service providers deliver the same high levels of professional excellence and safeguarding, we will continue to our risk based audits throughout 2020 and 2021. We include provisions in our contractual agreements that require our counterparties to commit to the prevention of modern slavery.

Risk Assessment

When International SOS engages with a supplier or service provider, we assess their suitability to provide us with goods and services. Included in this assessment is a risk assessment that considers if they are providing services from countries with a high risk profile for slavery and whether the services or goods provided are from a low skilled staff group or identified as high risk in accordance with the Home Office 'A Typology of Modern Slavery Offences in the UK (2017)' report.

Where a supplier or service provider is considered high risk, we may require further evidence of their due diligence processes to prevent modern slavery. In addition, we monitor our suppliers and service providers closely to ensure that they comply with the highest levels of ethical standards.

Measuring Effectiveness

We take the following steps to ensure we are effectively mitigating modern day slavery:

- Our policy and procedures related to modern day slavery are reviewed annually and may be reviewed more regularly if an incident is reported;
- Reported incidents are analysed to establish if there are any areas of risk that require further mitigations.

Training for Staff

As stated, outlined in the Code of Conduct and Ethics description, all staff complete an annual Global Compliance Course. This course includes training on how to pinpoint modern slavery and how to report it. This course has been updated for 2021 to include awareness on our Whistleblowing Policy and encourages our employees to ask questions concerning ethical issues and report ethical violations.

All staff who undertake procurement activity receive additional training so that they are able to follow a procurement process which is designed to reduce the risk of International SOS engaging with a supplier or service provider who may engage in modern day slavery.

We have also ensured that we keep the health and safety of our employees a priority and have set out guidelines in line with local and national legislation.

Looking forward

We will continue to assess and refine our processes to ensure that modern day slavery is avoided at all costs both within the company and supply chain. This will continue throughout 2021 and beyond to ensure that International SOS and its' supply chain demonstrate the values and ethical conduct we pride ourselves on.

A handwritten signature in blue ink, appearing to read "Arnaud Vaissie".

Arnaud Vaissie
Founder & CEO

7 December 2020