

Modern Slavery Statement 2024/2025

This statement is made by International SOS Assistance (UK) Limited under the legal requirement set out under Section 54 of the Modern Slavery Act (2015) for the financial year ending 30 June 2025 and was approved and signed on behalf of the board of directors on the 10th June 2024.

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 party service providers and so prosper as a company. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

Summary

International SOS is committed to its' responsibility to avoid participating, either directly or indirectly, in modern slavery. We continue to take appropriate steps to effectively ensure that modern slavery has no place in our company or in our supply chain. The company's latest [ESG Report](#) provides more information about the ethics, values and goals of International SOS. International SOS has a comprehensive set of policies and procedures that contribute to enabling our business and our personnel to identify and mitigate risks related to modern slavery. These include policies on the Code of Conduct and Ethics, Labour and Individual Rights, Safeguarding of Children and Vulnerable Adults, Combatting Human Trafficking and Whistleblower which are discussed further below and can be found here: [International SOS Policies: Employer, Ethics, Privacy and More.](#)

We are an equal opportunities employer, fully committed to creating and ensuring a non-discriminatory, inclusive and respectful working environment for all our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

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 slavery.

Code of Conduct and Ethics

International SOS attaches great importance to the honest and ethical conduct of our employees, our clients, 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 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, suppliers 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 pr

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 conduct risk based audits throughout 2024 and 2025. 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 goods and/or services from countries with a high-risk profile for slavery and whether the goods and/or services provided are from a low skilled staff group as further described in the International SOS Modern Slavery Policy found at [International SOS Policies: Employer, Ethics, Privacy and More](#).

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 slavery:

- Our policy and procedures related to modern 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 includes 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 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 slavery is avoided at all costs both within the company and supply chain. This will continue throughout 2024/25 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 Vaissié".

Arnaud Vaissié
Founder & CEO

10th June 2024