

For internal and external reference

HEALTH SHIELD

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

Document Name	Anti-Slavery and Human Trafficking Statement v1
Owner	Compliance – Matthew Walton
Last Updated	31 May 2018

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This document serves as Health Shield's transparency statement under Section 54 of the UK Modern Slavery Act 2015.

1. STATEMENT FROM HEALTH SHIELD'S BOARD OF MANAGEMENT

Health Shield's culture of carrying out its business in an ethical and principled manner is fundamental to its continuing growth and reputation within the market place. Health Shield is committed to preventing acts of modern slavery and human trafficking from occurring within its organisation and supply chain and expects the same high standards of its suppliers and partner organisations.

2. STRUCTURE AND BUSINESS

Health Shield was established in 1877 at a time when there was no such thing as the NHS or welfare state and workers had to find their own way to pay for healthcare costs and to provide for themselves and their families in times of need and sickness.

Since then, Health Shield has grown to become an award-winning provider of Health Cash Plans which now covers over 300,000 members and their families. In recent years, Health Shield has acquired several subsidiary companies in order to expand the range of health and wellbeing services available to its members.

The Health Shield group currently comprises:

2.1 Health Shield Friendly Society Limited

The parent company of the group which provides Health Cash Plans to companies as an employee benefit and directly to individuals.

2.2 Prevent Limited (trading as Health Shield Wellbeing)

Prevent was acquired in 2016 and provides workplace health screening services and Occupational Health support and advice to companies.

2.3 Medex Protect Limited

A specialist provider of medical excess and shortfall protection plans. Medex joined Health Shield in 2017.

Overall, Health Shield employs approximately 160 staff members, the majority of whom are based at the Head Office in Crewe, Cheshire with a smaller Sales Team working nationwide from home.

Health Shield Friendly Society is authorised and regulated by the Prudential Regulation Authority and Financial Conduct Authority and Medex Protect is authorised and regulated by the Financial Conduct Authority. The group carries out all of its business activities within the United Kingdom.

Health Shield had an annual turnover of £38,095,633 in 2017-2018.

To find out more about the organisation, please see www.healthshield.co.uk and www.medexprotect.co.uk.

Health Shield works with:

- Partner companies who provide services directly to our members as part of their Health Cash Plans such as the virtual GP and private prescription services; and
- Suppliers who provide services to Health Shield in order to carry out its day-to-day business activities and deliver its services, such as data back-up centres, facilities management firms and marketing agencies.

Health Shield's supplier network is entirely based within the United Kingdom and, where possible, Health Shield prefers to engage with suppliers from within its local area.

3. POLICIES

Health Shield Friendly Society's status as a mutual or friendly society provides the foundation for the whole organisation's culture and underscores our commitment to performance with integrity and respect for human rights.

As part of our commitment to combating modern slavery, in 2018 Health Shield introduced an Anti-Slavery Policy which all employees, managers and contractors will be expected to abide by. Our suppliers will also be made aware of these policies and will be expected to adhere to the same high standards at all times.

In addition, Health Shield's policies on recruitment, remuneration, diversity and equality all require the strict observance of all applicable labour and employment laws wherever Health Shield operates — this includes the prohibition of forced, compulsory and child labour.

These policies have been developed and are implemented by Health Shield's HR Department and Compliance Team.

4. DUE DILIGENCE

Health Shield will establish processes for vetting new and existing suppliers for any potential involvement in modern slavery and human trafficking.

These processes will include questionnaires and on-site audits (should any supplier be deemed to be high risk) and are designed to establish, assess, monitor and reduce the potential risks of slavery and human trafficking in the supply chain and to provide adequate protection for whistleblowers.

Health Shield does not consider that it operates in any high-risk sector or location as all existing suppliers are based within the United Kingdom and are therefore consequently subject to similar employment legislation and regulation as Health Shield itself.

If we were to discover evidence of slavery or human trafficking with one of our suppliers, no further business would be carried out with that supplier and the firm's conduct would be reported to the relevant authorities or law enforcement as appropriate.

5. SIGN OFF

This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 and constitutes Health Shield's slavery and human trafficking statement for the financial year commencing 2018 and ending 2019.

ANTI-SLAVERY AND
HUMAN TRAFFICKING
STATEMENT



This statement was approved by Health Shield's Board of Management on 31 May 2018.

A handwritten signature in black ink that reads "Courtney Marsh".

Courtney Marsh
Chief Executive Officer
Health Shield Friendly Society Limited