



health shield

The best of health

Health Shield Friendly Society Limited

Modern Slavery Statement

Contents

1. Statement from the Board of Management	3
2. Structure and Business.....	3
3. Policies.....	4
4. Due Diligence.....	4
5. Board Approval.....	4

This statement, made pursuant to section 54 (1) of the Modern Slavery Act 2015, sets out the approach taken by Health Shield Friendly Society Limited (“Health Shield”) to identify and mitigate any potential modern slavery risks related to our Society or supply chain, and covers the financial year from 01 January 2025 to 31 December 2025.

1. Statement from the Board of Management

Health Shield’s culture of carrying out its business in an ethical and principled manner is fundamental to its continued growth and reputation within the marketplace.

Health Shield is committed to preventing acts of modern slavery and human trafficking from occurring within the Society and the supply chain and expects the same high standards of its suppliers and partner organisations.

2. Structure and Business

Health Shield was established in 1877 before the inception of the NHS or welfare state and at a time when workers had to find their own way to pay for healthcare costs 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 450,000 members. In recent years, Health Shield has acquired several subsidiary companies to expand the range of health and wellbeing services available to its members.

The Health Shield group currently comprises:

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.

Prevent Limited (trading as Health Shield Wellbeing)

Prevent was acquired in 2016 and provides a workplace health screening service to companies.

Medex Protect Limited

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

Overall, Health Shield employs 117 staff members, the majority of whom are based at the Head Office in Crewe, Cheshire and a Sales Team who work nationwide from home.

Health Shield is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

Medex Protect is authorised and regulated by the Financial Conduct Authority and the group carries out all its business activities within the United Kingdom.

To find out more about either Health Shield or Medex, please visit our websites 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 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's status as a mutual and friendly society provides the foundation for the whole workplace culture and underpins our commitment to performance with integrity and respect for human rights.

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

In addition, Health Shield's policies on recruitment, remuneration, diversity, equity and inclusion all require the strict observance of 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 Human Resources Department and Compliance Department and are overseen by the Executive Committee and the Board of Management.

4. Due Diligence

Health Shield operates within a robust procurement framework which includes processes for vetting new and existing suppliers for any potential involvement in modern slavery and human trafficking.

These processes 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 a high-risk sector nor location. 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. Board Approval

This statement has been approved by Health Shield's Board of Management who will review and update it annually.



Signed: Graham Berville, Chair of the Board of Management

Date: 23/04/2026