

## **Modern Slavery Act Statement NAHL Group plc**

**NAHL Group plc (the Group), employing over 280 employees across three UK locations, provides this statement in response to the Modern Slavery Act 2015 and confirms its commitment to tackling modern slavery. This statement is reviewed annually. This statement is given in respect of NAHL Group plc's financial year ended 31 December 2023 and was approved by the Board of Directors on 1 May 2024.**

### **1. Organisational structure and recruitment processes**

The Group's organisational structures include the Board, Senior Management teams across two divisions, a contact centre at one of the three locations and standard support functions across all sites. Recruitment processes include the monitoring of passport documentation, with all new recruits expected to show their passport as a proof of identity. The Group also reviews shared addresses. In addition, the Group monitors the ongoing wellbeing of its employees through line management relationships and operates an Employee Assistance Programme.

Where recruitment agencies are used to employ staff, the Group ensures these agencies also have an approved statement in support of the Modern Slavery Act 2015.

As these structures and recruitment processes apply to UK-based operations, the Group considers these to be very low risk.

### **2. Services**

The services NAHL Group plc provides to its customers and consumers are UK office-based, with UK field based service providers in regular contact with their operational management teams. The Group's supply chain in relation to services consists on the whole of marketing and legal services in Personal Injury and specialist associates in Critical Care and Residential Property. The Group considers these to be very low risk in relation to slavery and human trafficking so takes no specific action in relation to these relationships.

### **3. Goods**

In terms of goods supplied to the Group, the majority of goods will be goods for use in an office environment such as stationery and office equipment. The Group considers these to be very low risk in relation to slavery and human trafficking so takes no specific action in relation to these relationships.

As approved by the Board of Directors on 1 May 2024 and signed on their behalf by:



Chris Higham  
CFO