

## **Modern Slavery Act 2015 Minimum Wage & Living Wage Policy Statement**

Health Claims Bureau (HCB) operates in the UK and Ireland and fully supports relevant Government's objectives to eradicate modern slavery and human trafficking.

HCB is committed to the highest level of ethical standards and prides itself on high standards of impartiality, integrity, and objectivity in relation to the management of its staff, clients, suppliers, and activities.

The Company adopts a zero tolerance to corruption and bribery.

All our procurement activities take place in the UK and Ireland and all our contractors and business suppliers are based there. Some IT development may occur outside the UK.

We expect other organisations within our framework and other companies we engage with to ensure their goods, material and labour-related supply chains fully comply with the UK Modern Slavery Act 2015 and are transparent, accountable, and auditable, and are free from ethical ambiguities.

HCB has added a provision to its tender documentation which includes the mandatory exclusion of any bidder who has been convicted of an offence under section 1,2 or 4 of the UK Modern Slavery act 2015.

The Company will seek to impose, in new contracts which we enter into, provisions for termination in the event of a modern slavery or human trafficking compliance breach by the supplier.

### **Minimum Wage and Living Wage Policy**

HCB is committed to paying its employees based on the minimum wage and living wage regulations as outlined in relevant government legislation/regulations. HCB expects its suppliers based in the UK and Ireland to also comply with such regulations.