

## **SLF of Canada UK Limited – Statement on the Modern Slavery Act 2015**

This statement is made on behalf of Sun Life Assurance Company of Canada (U.K.) Limited and the other subsidiaries of SLF of Canada UK Limited (together “SLF UK”).

We are committed to ethical practice in all of our business dealings and are taking steps to prevent modern slavery and human trafficking in our business and our supply chains.

We make the following statement in support of that aim and also in compliance with section 54 (1) of the Modern Slavery Act 2015 (“The Act”).

### **About us**

SLF UK is a group of companies whose business is the provision of financial services, and we have been looking after customers and employing staff in the UK since 1893. We are based in Basingstoke but we are part of the global Sun Life Financial Group whose headquarters are in Toronto in Canada.

### **Our Staff**

Our employees enjoy all the statutory employment rights to which they are entitled in the UK and our Human Resources department ensures our employees have the legal right to work in the UK. Employees, and any temporary staff who we engage, are paid above the minimum wage, are provided with safe working conditions and are treated with dignity and respect.

### **Our Suppliers**

Since The Act came into force we have made it our policy to include compliance with The Act as a term of our supply contracts.

For existing material contracts we have sought assurances that their business is free from modern slavery and we are in the process of gathering those responses.

When entering into major contracts we always undertake detailed due diligence to ensure, not only that the services can be supplied and the financial stability of the third party organisation, but also that the culture and ethics of that organisation is aligned with our own. We have paid particular attention to those of our suppliers with overseas subsidiaries, offices and employees.

In the unlikely event that responses from our major existing suppliers are inadequate, or that we have other causes for concern, we will take suitable actions, including reporting where appropriate.

This supplier assessment process will be conducted regularly by our Outsourcer Management functions.

### **Training for Staff**

Those involved in procurement have been, or will shortly be, given specific guidance on The Act so that appropriate assurances can be sought from potential suppliers and appropriate terms included in supplier contracts.

Our Whistleblowing Policy promotes the reporting of modern slavery concerns and provides protection for any employees who do so. New employees will be informed of the policy at their introduction. Existing employees will be informed of the policy in a rolling training programme throughout 2017. Those involved in the recruitment of our employees will be given specific guidance on the terms of The Act.

It is already an embedded principle within SLF UK's Code of Business Conduct that employees must be treated with respect and dignity and any allegations to the contrary, or that the working conditions have been made unsafe, will be treated with the upmost seriousness.

### **Responsibility**

We have taken compliance with The Act seriously and we have appointed the Head of Legal, a member of our Senior Management Committee, as the Sponsor of our response to the Act.

The Head of Legal will review and, if necessary, update this statement at least annually and ensure that it and the underlying policies and procedures are complied with internally and with respect to our suppliers.

The principle policies of SLF which assist us in achieving compliance with The Act are as follows:

- The Ethics Policy
- The Whistleblowing Policy
- The Modern Slavery Act Statement
- The Health and Safety Policy
- The Compensation and Appointment Policy
- The Code of Business Conduct

These, together with other internal procedures ensure that:

- recruitment procedures do not engage in or procure slavery, servitude or human trafficking;
- guidance is available to those who recruit on behalf of SLF so they are aware of these obligations;
- training to all employees is given to ensure they are aware that they may and should report any modern slavery concerns to the Head of Legal;
- protection for employees making such reports is provided in the form of a Whistleblowing Policy which makes direct reference to The Act.
- appropriate checks on new and existing suppliers which may detect slavery, servitude or human trafficking in our supply chain are made.

### **Board Approval**

This statement has been approved by the Board of SLF of Canada UK Limited on behalf of its relevant subsidiaries.