



Modern slavery transparency statement

Cash Access UK helps to sustain communities by providing access to cash and basic banking services for as long as people need them. Through our partners and suppliers, we bring communities access to cash withdrawal facilities, cash and cheque deposit facilities, and face-to-face support and guidance. Our company has a clear purpose and strong values. We have put policies and procedures in place to ensure that the company operates in line with these values.

Our strategic objectives



Modern slavery is a crime and a violation of fundamental human rights. We recognise that this takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking. These all have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. Cash Access UK Limited is committed to ensuring:

- that modern slavery and human trafficking have no place in our business or supply chains
- that there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with the Modern Slavery Act 2015.

Our [Code of Conduct](#) informs suppliers of the practices and behaviour they can expect of us and what we expect of them.

Our values and our people

Our values ensure that we put the customer first, and that we are inclusive and collaborative. These values guide our culture and the way we work, setting the tone for how colleagues to interact with one other and with suppliers, Member firms and other parties.

Cash Access UK has a workforce of around 30, including a small number of colleagues on secondment from UK-based banks. All staff are based in the UK. We seek to treat everyone fairly, consistently and respectfully and our people policies aim to create an environment that is open, transparent and psychologically safe.

We operate robust recruitment processes in line with UK employment law. These include 'right to work' document checks and checks to ensure employees are aged over 16. Our pay and reward policy is clear and transparent, and the Chair of our Remuneration Committee has engaged with employees on the Committee's role and considerations in setting that policy. We also have a

whistleblowing policy to enable colleagues to raise any concerns confidentially and safely, including those relating to potential unlawful practices within our supply chains, without fear of reprisal.

Our supply chain

While we consider our direct exposure to slavery and human trafficking to be relatively limited, we recognise that our business is exposed to greater risk when dealing with suppliers, particularly those who have operations and suppliers in other countries, or in high-risk industries. Cash Access UK partners with a range of suppliers, all of whom help us deliver our objectives and ensure we serve communities and our Member firms effectively. Around 80% of our business is outsourced to suppliers.

We inform every supplier and potential supplier of our zero-tolerance approach to slavery and human trafficking. We also:

- a) seek confirmation from existing suppliers that they are not aware of any incidents of slavery and/or human trafficking within their own business or supply chain, and that they have policies and procedures in place to mitigate the risks of slavery and human trafficking and to encourage reporting of any incidents that do arise.
- b) include specific requirements in all new supplier contracts relating to compliance with our [Code of Conduct](#).
- c) undertake due diligence on suppliers in accordance with our third-party risk policy.

Our plans for 2023

During 2023 we will:

- a) review all existing suppliers within our supply chain to ensure they are fully compliant with our [Code of Conduct](#) and meet our zero-tolerance approach to modern slavery.
- b) enhance our ability to identify modern slavery through our supply chain.
- c) build on our founding policies to improve our offer to employees and stakeholders.
- d) increase our awareness of modern slavery by training all existing and new employees.

This statement has been approved by the [Board of Cash Access UK](#) and will be updated and published annually within 6 months of our financial year ending.

July 2023