

Voluntary modern slavery and human trafficking statement

Suffolk Building Society is making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015.

We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to reduce the risks of modern slavery or human trafficking in our business or in our supply chains.

About us

We're proud to be a mutual organisation, founded in 1849 to enable ordinary people to buy their own home and to help the local community to prosper. It's a simple ethos and one we are still rooted by today. As a mutual organisation, Suffolk Building Society is owned by and accountable to its members. Our mission today is to be a safe home for savers and to provide safe homes for our communities.

The Society is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. The Society's main business is the provision of mortgages and savings accounts. We provide our services through 10 branches in our network; our central head office located within Ipswich; as well as through our intermediary network of mortgage brokers.

Our annual turnover is under £36 million. As a result, we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015. However, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery and human trafficking in our business and in our supply chains.

The Society's supply chain includes over 120 suppliers of goods and services that we buy from the external market including professional services (such as conveyancing services), office consumables, contract cleaners, corporate clothing, and IT software. The regulated nature of financial services means that we operate within a low-risk industry for modern day slavery, but nevertheless we remain vigilant and take our responsibilities under the Act seriously.

Our commitment to ethical trading

The Society's values have ethical behaviour, community support and exceptional service at its heart and these are central to how we run our business.

The Society has a strong culture of ethics, and each employee is asked to complete an annual certification to signify their compliance with the Society's Compliance and Ethics Code. We encourage anyone, including colleagues, subcontractors, suppliers and customers to report in good faith any issue or concerns about potential unethical business practices, such as fraud and bribery or slavery and human trafficking. The Society also operates a Whistleblowing Policy, last reviewed in March 2025, to

encourage staff to report suspected wrongdoing as soon as possible. Mandatory training on Whistleblowing with Confidence is completed by all employees annually.

The Society requires staff to act ethically and with integrity in all third-party supplier relationships through a Third-Party Contract Management and Procurement Policy. We take a risk-based approach when reviewing procurement of goods and services and use a supplier risk assessment tool to better identify the broad range of supplier risks. We conduct the appropriate level of due diligence on our suppliers to ensure that they are committed to ethical labour practices, anti-slavery and human trafficking. Depending on the suppliers' risk profile, approved suppliers may be required to upload a copy of their Modern Slavery Act Policy to our supplier portal. As part of our ongoing monitoring of our supply chain, we carry out regular, risk based, reviews to ensure suppliers are assessed and the information held on our supply base is kept up to date. Our contracts may give us the provision to conduct supplier audits or on-site assessments dependent on the nature of the goods or services being provided and also on the industry sector in which the supplier operates.

The Society employs over 170 colleagues throughout our business, and all are referenced before they begin work. The Society operates fair employment practices and policies for all staff. All employees receive regular training on our business values, which include matters relating to financial crime. Where we engage directly with third party contractors, we ensure they complete the appropriate mandatory training.

Further steps

The Society remains committed to doing all that it reasonably can to contribute towards helping eradicate modern slavery and human trafficking and will keep policies and procedures under review. The Society is committed to caring for the needs of our members, staff, charity partners, local businesses and the environment in which we live. Our modern slavery and human trafficking statement is part of that commitment.

We intend to take the following further steps to combat slavery and human trafficking:

- We will continue to externally publish our voluntary statement
- Where appropriate, we will include modern slavery clauses in our supplier contracts and continue to request a copy of their policy as part of our Third Party Procurement Procedures
- Regularly provide updates to all staff to ensure they understand they are aware of the mechanisms in place to raise and signpost any concerns they may have
- We will continue to improve our approach to preventing modern slavery and human trafficking. We will review this statement periodically and update it as our business and supply chain evolves.

This voluntary modern slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015. Signed on behalf of the Board by Richard Norrington, Chief Executive Officer.



Suffolk Building Society

Date 1 November 2025