

## **Slavery and Human Trafficking Statement for the financial year ending 31 December 2018**

### **This Statement:**

This statement is being made pursuant to the Modern Slavery Act 2015 (“MSA”)<sup>1</sup>, and sets out the steps that Bank Leumi (UK) plc, authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority, (“BLUK”) has taken and is taking to ensure that slavery and human trafficking is not taking place in any of its supply chains and in its business.

This statement constitutes BLUK’s slavery and human trafficking statement for the financial year to 31 December 2018.

### **Bank Leumi (UK) plc’s organisational structure and business:**

BLUK is a specialist bank offering a wide range of corporate banking services to both UK and international clients.

Its activities include commercial finance, trade finance, with a particular expertise in financing cross border trading, commodity finance, financing Israeli related business, and commercial and residential property finance.

BLUK is a subsidiary of the Bank Leumi le-Israel B.M. group. BLUK had an annual turnover in its financial year ending 31 December 2018 in excess of £36 million.

### **BLUK’s Supply Chain:**

As a financial institution, BLUK’s activity is office based and therefore has a supply chain that mainly includes sourcing goods and services in the following areas:

- *Facilities and office management:* for example, cleaning, catering, security and consumables;
- *Professional services:* for example, legal, valuation, recruitment, and consulting;
- *IT:* for example, the purchase of software and hardware;

### **BLUK’s Policies:**

BLUK is committed to doing its utmost to ensure that it is not supplied by any supplier who actively engages in slavery or human trafficking. BLUK has a specific Anti-Slavery and Human Trafficking Policy that has been approved by the board of directors.

Furthermore:

- BLUK’s Whistleblowing Policy states that BLUK is committed to maintaining the highest standard of ethics, honesty, openness and accountability, and gives the opportunity for any malpractice to be reported. BLUK will protect all its employees from detrimental actions related to making a disclosure.

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<sup>1</sup> It is made under section 54, part 6 of the MSA (*Transparency in supply chains etc*)

- BLUK's human resourcing policies ensure that all of the bank's recruitment meets the requirements of the applicable legislation.

**Steps taken to date and to be taken:**

In the financial year ending 2018, BLUK continued its review of its existing suppliers and supply chain. BLUK also re-examined its procurement processes and on-boarding of outsourced suppliers. In relation to new outsourced suppliers BLUK has been asking about their policies and procedures in relation to the MSA. BLUK may decide not to proceed with a potential supplier if it cannot satisfy itself that the potential supplier has taken appropriate steps to monitor and mitigate risks deriving from modern slavery and human trafficking. BLUK has taken steps to update contractual terms where possible to include appropriate MSA related provisions.

No incidents that would have breached the MSA were identified in the financial year ending 2018.

In the financial year ending 2019, BLUK intends to continue to review its procurement processes and on-boarding of suppliers. In relation to new suppliers, BLUK will continue to ask about their policies and procedures in relation to the MSA and the responses provided will be a factor in BLUK's decision as to whether or not it wants to proceed with a potential supplier if it cannot satisfy itself that the potential supplier has taken appropriate steps to monitor and mitigate risks deriving from modern slavery and human trafficking.


BLUK will continue to take steps to update appropriate contractual terms where possible to include appropriate MSA related provisions.

**Training and Measures of Effectiveness:**

BLUK will continue to offer its staff training to raise awareness of the MSA, and the steps that BLUK is taking to combat modern slavery and human trafficking. Training on the MSA will be conducted periodically.

BLUK is still to determine what performance indicators it will use to monitor the effectiveness of the steps that it is taking to address the risks posed by modern slavery and human trafficking, given the organisation structure and supply chain as detailed in this statement.

This statement has been approved by BLUK's board of directors and will be reviewed and updated on an annual basis.



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Gil Karni - Chief Executive Officer

ON 6 JUNE 2019