

The organisation ensures compliance with applicable employment legislation relating to pre-employment checks that identify the right to work, employee terms and conditions, including pay, and the organisation invests in supporting the health and wellbeing of its staff. During the year ended 30 June 2023

The organisation encourages its employees and associated persons and business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation. The whistleblowing procedure can be found on the corporate website (<https://www.wilmingtonplc.com/investors/corporate-governance>).

The organisation's values make clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating in the UK and abroad and managing its supply chain.

The organisation's procurement policy mandates that all suppliers accept the supplier code of conduct before being engaged for service provision. The supplier code of conduct clearly defines the actions and behaviours expected of suppliers in their own operations to ensure that the highest standards of business practice are adhered to.

The organisation uses only specified, reputable employment agencies to source employees/temporary staff members and always verifies the practices of any new agency it engages before accepting workers from that agency. This approach is supported by the commitments made by the organisation as an accredited living wage employer.

In line with its responsibilities under the Modern Slavery Act 2015 the organisation undertakes formal and informal supplier selection procedures across all its activities and maintains vigilance of its supply chain. Violation by a supplier of its responsibilities in preventing modern slavery is likely to lead to the termination of the business relationship between the supplier and Wilmington plc.

People; Remoteness of operations and globalisation; and Reputational risk. Full details of the Groups formal risk management arrangements can be found in the latest annual report available