

Modern Slavery Statement 2019/20

The International SOS Group of Companies is in the business of saving lives, protecting our clients' global workforces from health and security threats. Wherever our clients are, we deliver customised health, security risk management and wellbeing solutions to fuel their growth and sustainability.

This statement is made by International SOS Assistance (UK) LTD to meet the legal requirements set out under Section 54 of the Modern Slavery Act (2015).

Structure and Supply Chain

International SOS is the worldwide registered trademark for the diverse group of companies operating under the International SOS trademark umbrella. The parent holding company is AEA International Holdings, Pte. Ltd. which is incorporated in Singapore and operates under Singapore law.

International SOS is committed to protecting its corporate reputation as a trustworthy, ethical company so that we can continue to safeguard our clients, their employees and the employees of third party suppliers and so prosper as a company.

Policies

International SOS has a comprehensive set of policies and procedures that contribute to enabling our business and our employees to identify and mitigate any risks related to modern day slavery.

Code of Conduct Policy

International SOS attaches great importance to the honest and ethical conduct of our employees, our clients and our suppliers. This commitment is underpinned by our Corporate Code of Conduct Policy which is distributed to our staff and is available to our stakeholders on the company's website. Training on the Code of Conduct is undertaken by all our employees on an annual basis. Our employees are expected to behave with the highest levels of honesty, integrity, ethics and fair dealing and to respect and adhere to our core values of passion, expertise, respect and care.

Individual Rights

Our Individual Rights Policy seeks to ensure the protection of individual human rights through our behaviour towards our employees, clients and service providers. The policy clearly states that we do not employ child, bonded or forced labour and we expect our service providers to treat their employees with dignity and respect.

Safeguarding of Children and Vulnerable Adults

As a company, we recognise our obligations with regards to providing services to children and vulnerable adults. Our Safeguarding of Children and Vulnerable Adults Policy provides behavioural and procedural guidelines to our employees to ensure that the rights of these individuals are protected and that our employees are aware that they have a responsibility to protect them from harm or abuse when delivering our services.

Whistleblowing

Our Whistleblowing Policy offers direction to staff who may become aware of modern day slavery within our business or supply chain and provides information to ensure incidents are appropriately reported.

Due diligence

At International SOS, we do not, under absolutely any circumstances use forced, bonded or child labour in the provision of our services. In addition, we make every effort to ensure that our service

providers operate with the highest level of integrity and are free of the use of forced, bonded or child labour.

In the UK, we only use UK registered suppliers for the provision of our medical services. We monitor our suppliers very closely to ensure that they comply with the highest level of ethical standards.

To ensure that our suppliers deliver the same high levels of professional excellence and due diligence that we do, we will continue auditing our supplies throughout 2019 and 2020. We expect commitments to contractual agreements that include clauses on the prevention of modern slavery.

Risk assessment

When International SOS engages with a supplier we assess their suitability to provide us with goods and services. Included in this assessment is a risk assessment that considers if they are providing services from countries with a high risk profile for slavery and whether the services or goods provided are from a low skilled staff group or identified as high risk in accordance with the Home Office 'A Typology of Modern Slavery Offences in the UK (2017)' report.

Where a supplier is considered high risk, we may require further evidence of their due diligence processes for preventing modern slavery.

Measuring effectiveness

We take the following steps to ensure that our steps to combat modern day slavery are effective:

- Our policy and procedures related to modern day slavery are reviewed annually and may be reviewed sooner if an incident is reported.
- Reported incidents are analysed to establish if there are any areas of risk that require further mitigations.

Training for Staff

All staff complete Global Compliance Training annually. This training has been updated for 2020 to include training for staff on identifying and reporting concerns to the Corporate Compliance Officer.

All staff who undertake procurement activity receive additional training so that they are able to follow a procurement process which is designed to reduce the risk of International SOS engaging with a supplier who may be involved in modern day slavery.

Summary

International SOS is committed to its responsibility to avoid participating, either directly or indirectly, in modern day slavery, including when engaging with third party suppliers. We will continue to take appropriate steps to more effectively ensure that modern day slavery has no place in our company or in its supply chain. The company's yearly [Sustainability Report](#) provides more information about the ethics, values and goals of International SOS.

Signature:



Name: Arnaud Vaissie

Job Title: Chairman and CEO

Date: