



# Modern Slavery Act Statement

LAST REVIEW – January 2023

NEXT REVIEW – January 2024



CLASSIFICATION – Internal



## Our Commitment

At Blue Light Card (including all group companies) we take seriously our role and responsibilities in the protection of fundamental human rights, and we are committed to ensuring that modern slavery or human trafficking is not taking place within our business or supply chains.

We have a zero-tolerance approach to any form of slavery, and we are committed to acting ethically, with integrity and with transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## Our Business

Blue Light Card is a market leading omni-channel consumer marketplace, providing a range of market leading offers from brand partners for its member base of emergency services, NHS, social care and armed forces personnel.

## Our Approach

### Supply Chain

As an online business, we have a relatively short supply chain and assess the risk of modern slavery within our company to be low.

We understand that our partners, service providers and suppliers all play a critical part in upholding our mission and maintaining our values, and include but are not limited to;

- Partners who advertise and offer promotions for their goods and services through Blue Light Card platforms;
- Service providers who provide services that support Blue Light Card platforms to operate; and
- Suppliers who provide goods and services to support operations on-site at Blue Light Card's premises.

We expect them all to adopt the same high standards by ensuring all their colleagues are treated with respect and dignity, in an ethical and fair environment. We will not tolerate slavery or human trafficking in any part of our business.

We manage any risks in the supply chain by using reputable suppliers and we continue to monitor and improve our partner code of conduct to ensure best practice. Starting this year, we will be seeking assurance and confirmation with our regular, material partners, that their own business activities do not involve slavery or human trafficking.

Blue Light Card Ltd, Charnwood Edge, Syston Road, Cossington, Leicester LE7 4UZ

Company Number: 06581540 VAT number: 137805307



## Colleagues/Candidates

We take pride in providing our colleagues with a safe and inclusive environment, ensuring that everyone is treated with dignity and respect.

Our contracts of employment, service agreements and policies contained within our employee handbook reflect our commitment to act ethically and with integrity. We ensure that all our key policies including equal opportunities, bullying and harassment, disciplinary and grievance and whistleblowing are always available to our colleagues.

We strive to ensure that all recruitment practices are upheld in a fair and ethical way, and all applicants are given equal opportunity in their recruitment process.

Furthermore, we review and assess these policies on an annual basis to ensure that they continue to support our commitments under this statement.

## Approval

This statement was approved and adopted by the Board on 26<sup>th</sup> January 2023 and will be reviewed and updated annually.

Signed:

Print name: Tom Dalby, Chief Executive Officer

Date: January 2023