

Modern Slavery Act 2015 Statement

For the financial year ending 30
September 2023

Contents

Introduction, our structure and business	3
Engaging with our key suppliers	4
Policies and board approval	5

Introduction, our structure and business

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015.

Our structure

Isio specialises in actuarial consulting, pensions administration, investment advisory, employee benefits and wealth advice.

The acquisition of Deloitte Total Reward and Benefits Ltd, subsequently renamed as Isio Total Reward & Benefits (ITRB), which completed on 26 May 2023, added c200 employees to Isio taking the total group headcount to more than 1000 employees across ten regional offices. On 1 October 2023 all employees of ITRB transferred to Isio Group Ltd, the principal operating entity. Premier Benefit Solutions Ltd is the only other subsidiary that directly employs staff.

Isio is governed by a board comprising executive directors, an independent Chairperson and non-executive directors. The board is responsible for ensuring there is a satisfactory framework for managing cultural, ethical, risk and reputational matters affecting our services, our people, our clients and our suppliers.

More information on our leadership, locations and services can be found on our website www.isio.com.

Our business

As a professional services firm, Isio does not operate in an industry where modern slavery is commonplace.

Isio completes right to work checks on all employees. We expect all our people to treat each other, and those we deal with, respectfully. We do not tolerate physical violence, disrespectful behaviour, bullying or harassment. This is set out in our code of conduct, anti-harassment, victimisation and bullying policy and personal ethics guide.

We encourage people to raise ethical or legal concerns (via our whistleblowing policy), including about human rights, and have a zero-tolerance policy for retaliation against anyone who reports any concerns.

As well as remaining a Real Living Wage employer, we achieved formal accreditation as a Living Pension employer on 1st March 2024 and were awarded Bronze status for the Inclusive Employers Accreditation.

We have processes in place to help prevent modern slavery from occurring in our business including modern slavery in our supply chain.

Engaging with our key suppliers

The relationship between us and our suppliers is a critical component of our support for human rights. Many of our suppliers are mature and established organisations who accordingly take a thoughtful and risk-based approach to modern slavery. Isio continues to take a zero-tolerance approach to modern slavery and human trafficking in its supply chains and business.

Any new Isio supplier is required to confirm compliance with modern slavery and human trafficking legislation as part of our supplier due diligence process. A prospective supplier of goods and/or services to Isio that fails to confirm during the procurement process that it is compliant with all modern slavery and human trafficking legislation will, without satisfactory explanation, be disqualified from further participation in that process.

Whilst we have checked that our key suppliers (including those inherited from acquisitions) comply with the legislation, we have an ongoing programme of work to carry out our due diligence with the remainder.

If Isio suspects or becomes aware that an existing supplier is in breach of modern slavery and human trafficking legislation, Isio will investigate and (if appropriate) report the matter to the relevant authorities. Furthermore, Isio will review its relationship with the supplier in question which may result in termination of that supplier contract.

Policies and board approval

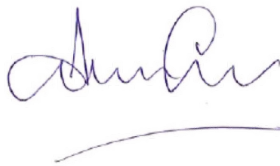
Our policies

Our policies reflect our commitment to tackling modern slavery in both our business and supply chain. Our modern slavery and human trafficking procedures apply to our employees and third-party consultants. During the year, we did not receive any reports of breaches internally or in relation to our suppliers.

Our supplier process requires that our key suppliers complete our Request for Information which includes details of the supplier's modern slavery policy/statement.

Board approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. The board approved this statement on 20 March 2024.

A handwritten signature in blue ink, appearing to read 'Andrew Coles', with a horizontal line underneath it.

Andrew Coles
Chief Executive

20 March 2024

