

Modern Slavery Act 2015 Statement

For the financial year ending 30
September 2024

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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

The Isio group of companies ("Isio") specialises in actuarial consulting, pensions administration, investment advisory, employee benefits, private capital and wealth advice.

Isio employs more than 1000 employees across ten regional offices. On 7 February 2025 Isio acquired K3 Advisory Limited increasing its group insurance capability.

Following four years of investment from Exponent Private Equity (since the inception of Isio in March 2020), Isio secured new investment from Aquiline Capital Partners in July 2024.

Isio remains governed by a board comprising executive directors, an independent Chairperson and non-executive directors. The board appointed a new chair and non-executive director in February 2025 and also replaced Exponent non-executive representatives with Aquiline non-executive representatives following the change in investment. The two executive board members remain unchanged. The board remains 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 are a Living Pension employer and hold 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.

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

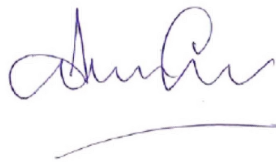
Our policies

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 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 25 March 2025.

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

Andrew Coles
Chief Executive

March 2025

