

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

The Modern Slavery Act 2015 (the “Act”) places specific responsibilities on organisations to ensure slavery and human trafficking does not exist within their supply chains, and in any part of their own businesses. Organisations need to demonstrate accountability through transparency to protect workers, adults and children from abuse and exploitation.

WF RISK GROUP is committed to improving practices to prevent slavery and human trafficking. WE expect suppliers, partners and third parties to adhere to the same values and principles to combat slavery and human trafficking. Our commitment is to ensure that those organisations that we contract with to receive goods and services are aware of our policies in order to comply with the Modern Slavery Act. This commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards.

This statement is made pursuant to section 54(1) of the Act and constitutes WF Risk Group’s slavery and human trafficking statement.

OUR STRUCTURE AND OUR SUPPLY CHAINS

WF Risk Group provides professional services, including UK and ROI based insurance broking, Wealth Management, Employee Benefits, Risk management and HR Consulting. As a responsible financial service broker that is regulated by the FCA, we take our responsibilities to our people, our supply chains, and our clients seriously, and we will continue to act ethically and with integrity in all of our business dealings.

Our supply chains include business partners in the provision of insurance services such as insurance companies, brokers and distributors; and also, providers of other services necessary to run our business effectively, such as IT, payroll, and facilities.

OUR COMMITMENT TO THE PRINCIPLES OF THE MODERN SLAVERY ACT 2015

WF Risk Group is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities’ employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

Our Anti-slavery policy is included in our Employee Handbook together with all other company policies and procedures. This is stored on our intranet and all employees of WF RISK GROUP must read and

sign this document when they commence their employment and when any changes are made to it. It reflects our commitment implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations and acting ethically and with integrity in all our business activities and relationships.

Equality and Diversity

We are committed to Equality and Diversity and actively seek to eradicate discrimination and inequality when developing services and when goods and or services are provided on our behalf.

We are an Equal Opportunities employer and welcome applications from all sections of the community. We appoint strictly on the merit principle and our recruitment processes require the completion of relevant pre-employment checks which include eligibility to work in the UK. We ensure all employees are paid fairly and equitably.

Raising Concerns

We encourage workers to raise any concerns that they may have and there are established arrangements in place for handling these.

DUE DILIGENCE PROCESSES

WF Risk Group reinforces its commitment to prevent slavery or human trafficking from taking place within our business or supply chain through the following actions:

1. Incorporates affirmations against human trafficking, forced labour, and child labour, similar and consistent with this Statement, into our Employee Handbook.
2. Complies with all local and international labour laws where we do business and operate, often going above and beyond their requirements.
3. Performs due diligence on its existing business partners, as with future potential business partners to ensure suppliers share our approach to human rights and working conditions.
4. Expects a safe and healthy work environment. We expect our suppliers to comply with all applicable safety and health laws and regulations in the countries in which they operate.

KEY PERFORMANCE INDICATORS TO MEASURE EFFECTIVENESS OF STEPS BEING TAKEN

We will communicate this policy to our staff to make them aware of the issue and WF Risk Group Responsibilities.

The Northern Ireland Department of Justice is expected, at some point, to announce guidance on the new duty to report incidences of modern slavery. This may require further training and guidance being issued to staff.

ACKNOWLEDGMENT

This statement has been approved by Richard Willis, Managing Director for the financial year ending 5 April 2026.

Signature: 

Date: 6th April 2025