

**Societe Generale Equipment Finance Limited's
Modern Slavery and Human Trafficking Statement for the financial year,
ending 31st December 2022**

MESSAGE FROM DOMINIC HUGHES AND DAVID YATES-MERCER JOINT, MANAGING DIRECTORS

Societe Generale Equipment Finance Limited (“SGEF”) believes that being a responsible company lies at the heart of our business. Being responsible must be tangible in each of our decisions, positions and actions.

Our mission is to offer the best equipment finance solutions to the business market in the UK. Our success in doing so relies on people, whether they are employees, contractors or any other stakeholders, therefore respecting human rights and dignity is at the very core of our mission. Hence our commitment to improving our practices to protect human rights and avoid any violation within our sphere of influence.

INTRODUCTION

This statement has been issued in response to the Modern Slavery Act which came into force on 29th October 2015. The act requires the disclosure by certain qualifying entities, in an annual statement, of the steps taken to prevent modern slavery and human trafficking from occurring in their own operations and in their supply chains.

OUR GROUP

SGEF sits within the International Retail Banking and Financial Services arm of the Societe Generale Group (“Group”) and is the equipment finance Business Unit of the Societe Generale group. The Group is one of the leading financial services providers in Europe, with a presence in 66 countries, 117,000 employees worldwide, which supports more than 25 million individual clients, large corporates and institutional investors. It has built a solid diversified banking model structured around three complementary pillars:

1. French Retail Banking;
2. International Retail Banking, Insurance and Financial Services; and
3. Global Banking and Investor Solutions.

The Group is organised into 14 Business Units and 10 Service Units, each directly reporting to the Group’s General Management. A detailed presentation of the Group’s business model and activities is set out in the Group’s Universal Registration Document¹.

OUR SUPPLY CHAINS

In 2022, SGEF’s main purchasing categories were IT equipment, including software and services and Equipment for various business use. We work with large international companies, small and medium enterprises (SME’s) and corporate companies, to fulfil our purchasing needs in the UK. Following a risk assessment of its supply chain, SGEF believes that it does not have any suppliers that present a greater risk than “minimal risk” of slavery and human trafficking. This risk assessment is repeated on a regular basis. The most significant elements of SGEF’s assessment and management processes include

- a) intrinsic risk mapping exercises;
- b) measures taken to identify and manage human rights risks are monitored through internal self-assessment exercises. In 2022, the Group conducted a self-assessment exercise to:
 - monitor implementation of Environment and Social Risk management processes;
 - identify areas for improvement and monitor the ensuing action plans; and
 - leverage additional indicators for monitoring the measures taken by the Group;

¹ https://www.societegenerale.com/sites/default/files/documents/2023-03/2023-Universal-Registration-Document_EN.pdf

- c) effective implementation of a Whistleblowing framework throughout the Group which cascades to all entities, including SGEF.

SGEF POLICIES

As part of the Group, SGEF follows the relevant Group-wide framework and policies, which address the reduction of the risk of human rights violations. These include, but are not limited to, the following:

- Societe Generale's **commitment towards Human Rights**²
- Societe Generale's **Code of Conduct**, which commits to respect human rights (including those relating to modern slavery and human trafficking) and to comply with the rules established by the International Labour Organisation.
- The **Worldwide agreement**³ on fundamental human rights and trade union rights signed between Societe Generale and UNI Global Union in 2015, which is currently being renegotiated.
- **Internal policies, formal processes and agreements relating to human resources**
- The Group's **Environmental and Social General Principles**⁴;
- The Group's **Policy on Responsible Sourcing & Compliance Rules Applicable to Sourcing** (appended to the UNI Global agreement referred to above);
- The Environmental and Social Guidelines for Business Engagement.
- The Instruction on the **Fight Against Money Laundering and Terrorist Financing** within the Societe Generale Group (internal document); and
- The **Anti-Bribery and Corruption Policy** (internal document) and a dedicated Code Governing the Fight against Corruption and Influence Peddling.

SGEF PROCESSES AND RISK MANAGEMENT

In the UK, there are seven minimum thematic requirements which SGEF meets in full, relating to:

- Organisation structure and supply chains
- Policies in relation to modern slavery and human trafficking
- Due diligence processes
- Emerging risks, risk assessment and management
- Key performance indicators to measure effectiveness of steps being taken
- Code of Conduct training is mandatory
- ESR training is mandatory

SGEF has identified that there are two main areas where there is a remote possibility of the risk of slavery and human trafficking; outsourced services and recruitment. The policies currently in place and relevant to the prevention of slavery and human trafficking are discussed in the relevant sections below.

Regarding our Employees

SGEF's Human Resources policy provides for appropriate checks (including National Insurance checks, passport and bank account checks and other regulatory checks) to be conducted on all new staff members to ensure that they can legally work in the United Kingdom.

All employees are engaged on written terms which are English law compliant, have a right to terminate their employment contract and are paid at least the National Living wage.

² <https://www.societegenerale.com/sites/default/files/sg-human-rights-statement-.pdf>

³ This agreement applies to all employees throughout its 66 countries of operation and aims to ensure fair working conditions, prevent any form of employment-related discrimination, and to respect health and safety regulations and freedom of association. This agreement incorporates:- the fight against discrimination and the development of diversity in all Human Resources management processes; - maintaining a working environment conducive to health, safety and satisfying working conditions for all employees, - preventing and identifying the risks of non-compliance with fundamental human rights in connection with the implementation of the Duty of Care Plan

⁴ https://www.societegenerale.com/sites/default/files/documents/2023-03/2023-Universal-Registration-Document_EN.pdf

SGEF's Whistleblowing policy provides a framework for employees to report any concerns related to slavery and human trafficking in the activities of SGEF. All staff are provided with mandatory training in this area.

The SGEF Staff Handbook includes the Grievance Policy, Harassment Policy and Diversity Policy.

Regarding our Customers

SGEF follows the Group's Environmental and Social Guidelines (as advised to it) during the customer due diligence process.

Regarding our Suppliers

SGEF's Outsourced Suppliers policy continues to be developed to allow for the analysis of prospective outsourced suppliers' ethics policies in the procurement process, with specific reference to slavery and human trafficking.

SGEF will look to apply an annual slavery and human trafficking risk assessment on suppliers in accordance with their deemed risk level.

As part of its underwriting checks, SGEF utilises a risk-based approach to cross-check relevant potential new suppliers against multiple exclusion and embargoes lists.

In line with the Group's Code of Conduct, SGEF expects its suppliers and service providers to adhere to principles equivalent to those in the Group Code of Conduct, including respect for human rights and compliance with all applicable laws.

CONCLUSION

In view of the policies and processes outlined above and the work we continue to carry out, we believe we have a framework that adequately safeguards SGEF against slavery and human trafficking within its own business and that of its suppliers, and reflects our obligations relating to Environmental and Social risks ("E & S"). We believe that there is a very low risk of slavery and human trafficking taking place within SGEF or our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes SGEF's slavery and human trafficking statement for the financial year ending 2021. It was approved by the SGEF UK Directors in the usual manner.

On 10th May 2023



Dominic Hughes

Managing Director

Societe Generale Equipment Finance Limited