

Nottingham Building Society's Modern Slavery Act and Human Trafficking Statement 2025

This statement sets out the actions which we've taken to understand modern slavery risks related to our business and to put in place steps designed to ensure that no slavery or human trafficking exists either within Nottingham Building Society's business, or within our supply chain. This statement relates to actions and activities during the financial year 1 January 2025 to 31 December 2025.

Our Business

Nottingham Building Society is a top 10 UK building society, providing savings accounts and mortgages from thirty-one locations across eight counties. We employ around 560 staff.

In addition, through referrals to third parties, we work with several financial services providers to deliver a range of complementary products and services to our colleagues and members such as financial planning and investment advice.

Our supply chain for goods and services is not complex, with most being sourced from suppliers based in the UK.

Our Supply Chain

We monitor Modern Slavery risks in our supply chain by conducting due diligence on our suppliers periodically. When our risk profiling processes consider there may be a Modern Slavery risk to the Society, our due diligence processes will assess the supplier's modern slavery risks and controls prior to contract and include appropriate contracting protections.

Risk Profiling

We understand that our biggest exposure to Modern Slavery is our supply chains and risk profiling our suppliers helps us focus our efforts where they are most needed. Supplier risk profiling may consider the following (where relevant):

- the types of goods / services and the country they are provided from.
- how much we spend with the supplier, both now and in the future; and
- the length of relationship we have with the supplier.

Due Diligence

We take a risk-based approach to our supplier due diligence. The due diligence includes:

- assessing goods and services provided against modern slavery and human trafficking risk.
- implementing action plans where deficiencies have been identified and working with the third party to ensure improvements are made.



Our Colleagues

We are committed to conducting ourselves honestly and with integrity, striving for fairness in everything we do including how we treat our colleagues.

We start training our colleagues at induction and all colleagues are given specific training on how to identify and report suspicions regarding Modern Slavery; this includes an annual knowledge check to ensure this remains a focus for all our colleagues.

We have policies in place which ensure our employment practices mitigate the risks identified in the Modern Slavery Act, including:

- Our colleagues are not subject to forced labour and have the freedom to terminate their employment at any time, without penalty.
- Our colleagues will not be charged any fees for recruitment.
- The confiscation or withholding of any worker identity documents is strictly prohibited.
- Our workplace is free of any form of harsh or inhumane treatment and reinforced through colleagues training.
- Our colleagues, irrespective of their nationality, are treated fairly and equally.
- Our colleagues are paid at least the minimum wage required by law and wages are paid at regular intervals, directly to the colleague.
- Our colleagues are not required to work more than the legally mandated number of hours.
- All overtime is voluntary, and no colleague will be required to work overtime under the threat of penalty or dismissal.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by the Board of Nottingham Building Society on 4th March 2026.



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Sue Hayes, Chief Executive Officer

Nottingham Building Society

