

MODERN SLAVERY ACT STATEMENT

Modern Slavery and Human Trafficking Statement made on behalf of Coventry Building Society and its subsidiaries Godiva Mortgages Limited and ITL Mortgages Limited (collectively the 'Society') further to section 54 of the Modern Slavery Act 2015

ORGANISATION'S STRUCTURE AND BUSINESS

Coventry Building Society has been looking after its customers and their finances since 1884, and we are proud to be one of the UK's strongest building societies. The Society is now the second largest building society in the UK with assets in excess of £51 billion, serving over 2 million members and employing over 2,700 employees.

We trade as Coventry Building Society and also have two trading subsidiaries, Godiva Mortgages Limited and ITL Mortgages Limited. We are headquartered in Coventry and all our customer service and head office teams are located in the UK. During 2021, there were no significant changes to the Society's structure or ownership or changes in capital structure.

We provide competitive savings and mortgage products to members and customers, jobs and career development for its employees and social and economic benefits to local communities.

THE SOCIETY'S SUPPLY CHAINS

The Society does not manufacture or supply any goods. The Society's suppliers support its functions and the provision of financial services to customers.

The Society's suppliers are subject to due diligence checks before entering into a contract, as well as regular risk assessment and ongoing monitoring controls.

All the Society's call and operations centres are operated by the Society in the UK and the majority of the Society's suppliers are also UK based.

THE SOCIETY'S APPROACH TO SLAVERY AND HUMAN TRAFFICKING

The Society has zero tolerance to slavery and human trafficking both within its own operations and its supply chains. It is committed to taking all reasonable steps to ensure that there is no modern slavery or human trafficking in its supply chains or in any part of its business.

Because of the nature of the Society's business and its supply chains, following careful consideration, the Society considers the risk of the presence of slavery or human trafficking in its supply chains to be low. However, the Society is not complacent in relation to these issues.

During 2021, the Society refreshed and published its Supplier Code of Conduct which sets out its expectations of suppliers and is based upon the principles detailed in the UN Global Compact. Amongst other things, this states:

No child labour - There shall be no recruitment of child labour. Suppliers shall not recruit or employ any workers under the age of 16 (or, if higher, the applicable legal minimum age for workers). Persons aged under 18 shall not be employed at night or in hazardous conditions.

Employment is freely chosen - All work must be conducted on a voluntary basis and not under threat of any penalty or sanctions. There shall be no forced, bonded or involuntary prison

labour. Suppliers should not utilise forced labour, i.e.: all work or service which is exacted from any person under the threat of any penalty and for which the said person has not offered themselves voluntarily. Workers must be free to leave their employer after reasonable notice.

Modern slavery - Suppliers shall comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force; and not engage in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4 of the UK's Modern Slavery Act 2015, as amended, or other laws or regulations in effect. Suppliers shall include in their contracts anti-slavery and human trafficking provisions that are at least as onerous as those set out in this Code of Conduct and shall implement due diligence practices to support this. Suppliers shall notify the Society as soon as they become aware of any actual or suspected slavery or human trafficking in any supply chain connected to the Society

The Society sees its approach to Procurement and Supplier Relationship Management as an effective measure to effect its zero tolerance approach to slavery and human trafficking.

TRAINING STAFF

The Society provides all staff with training that's relevant to them and their role. In addition, the Society is utilising a financial services industry digital training tool provided via The UK Modern Slavery Training Delivery Group, the UK Independent Anti-Slavery Commissioner, and Themis. The Society also ensures that its management teams have additional support which includes guidance to make sure the recruitment process is consistent and the Society's approach to managing suppliers is effective.

CONTROLS AND OVERSIGHT THROUGHOUT 2021

During 2021, the Procurement and SRM Function, alongside its existing due diligence process which includes questions on modern slavery and human trafficking, introduced monitoring controls to identify instances of adverse media. Through these processes any concerning responses or alerts are reviewed by relevant risk specialists within the Society.

The Society operates a programme of supplier relationship management and audit activities. Where any concerns arise, a full assessment is made and appropriate actions are taken to address those concerns.

Monitoring of supplier due diligence has taken place throughout 2021 and no concerns or issues have been identified.

CONTRACTING

The Society's template supply contracts include supplier obligations in relation to slavery and human trafficking compliance and training. The Society is also a signatory to the United Nations Global Compact and its pledge to operate in alignment with its ten universal sustainability principles relating to human rights, labour, environment and anti-corruption.

NEXT STEPS

The Society regularly reviews its approach to tackling modern slavery and human trafficking. This helps it engage with suppliers to identify any ethical trading issues and incidents of slavery or human trafficking and take appropriate action. In 2021, the Society's Board

approved, as part of the Society's Sustainability Strategy, the Society's procurement practices moving to comply with ISO20400, the international standard for sustainable procurement. Following this decision, work has begun on making changes to process and policy with a view to achieving this objective by 2023. This includes further revisions to the questions and minimum answers provided by suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Society's slavery and human trafficking statement for the financial year ending 31 December 2021.

Thank you for taking the time to read the Society's Statement.

This statement has been approved by the Board of Directors of each of Coventry Building Society (on 27 July 2022), Godiva Mortgages Limited (on 11 October 2022) and ITL Mortgages Limited (on 11 October 2022).

For and on behalf of:

Coventry Building Society
Chief Executive



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Godiva Mortgages Limited
Director



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ITL Mortgages Limited
Director



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Date: 18 October 2022