

Slavery and Human Trafficking Statement 2018



March 2019

Document Control Information

Version	Date	Author	Approval
1	March 2019	Riyad Bank London Branch	Approved by Abdulaziz Al-Khereiji, Chief Manager Riyad Bank London Branch & SVP Overseas Branches

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Riyad Bank London Branch (“RBL” or “we”) is committed to taking appropriate steps to ensure there is no known slavery and human trafficking in our own business or in our supply chains.

This statement describes the steps that we have taken during the financial year ended 2018 to ensure that, so far as we are aware, slavery and human trafficking is not taking place in our supply chains, or in any part of our own business.

Our structure

Riyad Bank is one of the largest financial institutions in the Kingdom of Saudi Arabia and the Middle East, providing a comprehensive range of banking products and services to meet the needs of both retail and corporate customers.

Our supply chains

As a local branch office and financial institution, RBL has relatively simple supply chains. Our principal suppliers include:

- technology service providers that provide us with the software, equipment and other technology solutions we need to deliver our services to our clients;
- providers of professional services, such as insurers, professional advisers (legal, regulatory, audit, etc.), training providers and recruitment agencies; and
- businesses which support our day-to-day operations and help us to run our premises, such as facilities management services (cleaning and security providers), couriers and printing services.

In light of our supply chains and the nature of our business, we consider the risk of modern slavery occurring within our business or our supply chains to be low.

Our policies and procedures on slavery and human trafficking

Riyad Bank is committed towards compliance with applicable laws and regulations, and to the concept of concept of "Social Responsibility and Community Service". Further details of Riyad Bank's community service and social responsibility activities can be found [here](#). Riyad Bank additionally has a Code of Ethics and Conduct, which is applicable to all employees across the group globally. Additionally RBL's employees adhere to its own Conduct Risk Policy and Reputational Risk Policy.

RBL is committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in any part of our business or supply chains.

We seek to prevent modern slavery practices including by adhering to all applicable employment law relating to our employees' terms and conditions, including pay, with all of our employees being paid at least any applicable minimum wage. RBL endeavours to treat all employees with dignity and respect, in an environment that is free from discrimination. RBL's employees are made aware of their employment rights, through a variety of channels, including employment contracts and the employee handbook. RBL encourages its employees to share their views and raise any concerns they might have. RBL's Whistleblowing Policy ensures that our staff can raise concerns they have, and this would include slavery or human trafficking, confidentially with the comfort of knowing that such concerns will be

dealt with appropriately. When recruiting staff, we undertake identity / documentation checks and ensure staff are aged 16 or above and have the right to work in the UK.

RBL intends to take further steps to identify, assess and monitor potential risk areas in terms of modern slavery and human trafficking, particularly within its supply chains. During 2019 RBL intends to train staff so as to develop their awareness of modern slavery and the applicable reporting mechanisms if a case of modern slavery or human trafficking is suspected.

Areas of development

RBL regularly reviews procedures to identify additional steps it can take to identify and address the risk of modern slavery or human trafficking taking place within our supply chains. RBL expects all suppliers to conduct their own businesses in a manner which is both lawful and ethical, including adopting good business practices that prevent and eliminate modern slavery and human trafficking.



A handwritten signature, which appears to be 'L. J. ...', is written in black ink. Below the signature, the date '14/3/19' is written in the same ink.