



Introduction

This statement is made on behalf of State Bank of India (UK) Limited (“SBIUK”, “we” or “our”) pursuant to Section 54 of the Modern Slavery Act 2015. It sets out the steps we have taken and are continuing to take to ensure that slavery and human trafficking is not taking place in our supply chains or in any other parts of our business.

We view slavery and human trafficking as egregious examples of human rights abuses and take our obligations in relation to the identification, reporting and prevention of slavery and human trafficking seriously. We have a zero tolerance approach to all abuses of human rights and are committed to upholding human rights through the way we conduct our business.

SBIUK conducts a review of all new and existing policies and procedures in relation to its own business to ensure in particular, our Human Resources policies regarding hiring temporary/consultant staff and our whistleblowing policy.

Organisational Structure

SBIUK is a financial services institution headquartered in London. We are a wholly-owned subsidiary of State Bank of India, the largest commercial bank in India in terms of assets, deposits, profits, customers and employees.

Our Business

As a retail bank, we provide personal, business, corporate and intermediary banking services to customers through 12 branches in the United Kingdom, located in London, Birmingham, Coventry, Leicester, Manchester and Wolverhampton.

Our Policies

We operate a whistleblowing policy which is intended to encourage all employees of SBIUK to report suspected or actual occurrence of illegal, unethical or inappropriate actions, behaviours or practices by staff without fear of retribution. It also provides necessary safeguard and protection to the employees who disclose the instances of unethical practices/behaviour observed in SBIUK.

We have a comprehensive staff handbook which sets out recruitment, training, working conditions, anti-bullying, anti-harassment, grievance procedure, anti-discrimination and retirement. This handbook is reviewed and updated annually.

We have policies in place to ensure that all of our customers are treated fairly. By ensuring customers confidence via treating customers fairly is vital in maintaining the highly established reputation of State Bank of India. This requires the upmost attention and due care from each member of staff within SBIUK.

Our supply chain

We recognise that our business is exposed to the risk of slavery/human trafficking when dealing with suppliers and third party vendors, especially those who have operations/suppliers overseas. SBIUK

undertakes due diligence checks of new suppliers and vendors at the time of on-boarding and on an on-going basis. This includes, but is not limited to anti-bribery/corruption, adverse media checks relating to human trafficking and anti-slavery. SBIUK is dedicated to ensuring there is transparency in our supply chain and expects the same high standards from all our suppliers, business partners and vendors.

Training

SBIUK offers training which forms part of the induction process for new employees and helps them to understand our stance on slavery and human trafficking. External training providers also assist in providing suitable training to staff on an ongoing basis.

This statement was approved by the Management Committee of SBIUK on 29 April 2020 and constitutes our slavery and human trafficking statement for the 2019/2020 financial year.