

Slavery and Human Trafficking Statement

This statement is made by MetLife UK Limited.

About MetLife UK Limited

MetLife UK Limited is an incorporated entity in England and Wales and is a private company limited by shares. We are a member of the MetLife, Inc. group of companies. We operate in the UK under the name “MetLife”. MetLife UK Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and Prudential Regulation Authority.

MetLife UK Limited was established to receive and run off the closed life and investments product portfolio received by way of an insurance business Part VII transfer from MetLife Europe d.a.c., effective on 1 April 2024.

MetLife UK Limited is committed to conduct its business in an ethical and lawful manner. We have a zero-tolerance approach to modern slavery and human trafficking in our organisation and our supply chain. This forms part of our general commitment to conduct our business ethically and lawfully. MetLife’s commitment to ethical practices is set out in MetLife’s Code of Conduct.

Our Supply Chains

Our supply chains include third party suppliers of services, which support us to provide services to policyholders. These include suppliers of the following services, which is a non-exhaustive list:

- Consultancy services
- Education and training services
- Financial Services (reinsurance)
- Insurance and reinsurance mediation
- IT equipment, software and hardware
- Maintenance services
- Marketing / media and related advertising and design services
- Operational services (outsourced)
- Professional services
- Property management services
- Travel and accommodation services
- Utilities

Anti-Slavery and Human Trafficking

We have a zero-tolerance approach to modern slavery and human trafficking in our organisation and our supply chain and we oppose modern slavery and human trafficking in any form. This forms part of our general commitment to conduct our business ethically and lawfully as is set out in MetLife's Code of Conduct. All our employees are required to act in accordance with the Code of Conduct. An employee's failure to comply will result in appropriate disciplinary action and may lead to termination of their employment.

We continue to take steps with respect to our procurement processes and our supply chains to ensure that suppliers self-certify that they do not endorse, enable, or facilitate human trafficking or slavery within their business and work is on-going to build the self-certification requirement into our procurement process. Failure by a new supplier to provide positive affirmation as to compliance will disqualify them from becoming a supplier to us as a result of non-compliance with applicable law.

We have an established Board Risk, Audit and Compliance Committee (BRACC) which in turn reports into the Company's Board. The remit of the BRACC includes monitoring, reviewing, and making recommendations as to the legal and regulatory compliance position of the Company i.e., compliance with English law, which includes modern slavery law.

MetLife has an established and robust whistleblowing process, where employees can anonymously report concerns as to any breach of our Code of Conduct, which would include any breach of modern slavery law.

Declaration

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes MetLife UK Limited's modern slavery and human trafficking statement for the financial year ending 31 December 2023.

Signed on the Board's behalf for and on behalf of MetLife UK Limited

Andy Nibloe

Andy Nibloe
Director MetLife UK Limited
17 June 2024