

## Our Customers

Our relationship with our customers is governed by a wide range of risk considerations, including our Anti-Money Laundering (AML) and Environmental, Social, and Ethical (ESE) risk assessments on current or new customers, to consider whether any of their activities carry human rights infringements.

## Our People

All of our people are legally recruited subject to local jurisdiction and in the UK must meet 1998 Immigration Act requirements. The bank also has policies and processes such as 'Our Code', the 'Yes Check', 'Speak Up' and is an early adopter of the Living Wage to support the bank's position on Modern Slavery.

## Our Suppliers

In 2020 we introduced our Supplier Charter, which replaces our Supplier Code of Conduct, and sets out our aims and expectations in the areas of; ethical business conduct, human rights, environmental sustainability and diversity and inclusion. We expect our suppliers to uphold the same values and commitments we have made in these key areas.