

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes the Santander UK Slavery and Human Trafficking statement for the financial year ending 2023.

Santander UK Group Holdings plc

Modern Slavery Statement 2023

Introduction

Our business

Santander UK Group Holdings plc and relevant subsidiaries (together, "Santander UK") operate primarily in the UK and provide a wide range of personal and commercial financial products and services. Santander UK serves approximately 13.8 million active customers with around 20,000 employees and operates through 444 branches as well as regional Corporate Business centres across the UK.

This is Santander UK's eight statement pursuant to the Modern Slavery Act 2015 (the "Act"). This statement sets out the steps we are taking to prevent modern slavery and human trafficking in our workforce and supply chain, as well as detecting and disrupting those profiting from the proceeds of Modern Slavery and Human Trafficking (MSHT).

Approach and Risk Profile

Since the introduction of the Modern Slavery Act 2015 (the "Act"), we have conducted a review of how we prevent slavery and human trafficking in our business and supply chain. Our key focus areas, each of which is covered in this statement, are customer due diligence, collaboration and information sharing, risk associated with third party suppliers and pensions providers, and employee training. We recognise that the business response to human trafficking and modern slavery should continually improve, and we welcome stakeholder feedback to help strengthen and develop our strategy in this area.

Our [Banco Santander Human Rights policy](#) sets out our commitment to protect human rights. This policy considers the UN Guiding Principles on Business and Human Rights and sets out our opposition to forced labour and child exploitation. We adopted this policy at a Santander UK level through Board approval in July 2020, and revised the policy further in December 2023 through our Sustainability Policy, strengthening our local approach and commitment to tackling human rights.

Our position is that Santander UK will not enter into or maintain relationships with persons and/or entities known to be involved in human rights abuses such as child labour and modern slavery. This is formally set out within our internal policy obligations.

Given the nature of our business and our workforce, the modern slavery risk within our own workforce is minimal. The principal areas of modern slavery risk for Santander UK arise in relation to our relationships with third parties, including our supply chain and our customers with regards to handling the proceeds of human trafficking. We recognise that, as modern slavery and human trafficking represent one of the largest global criminal industries, financial institutions are in a unique position to disrupt the industry by identifying the proceeds held by perpetrators of this crime and sharing intelligence with law enforcement.

Steps taken across our business and supply chain

Actions taken in 2023:

- We launched a responsible procurement policy, including specific expectations of all relevant Santander people (colleagues who manage or support suppliers) on their responsibilities in the management of suppliers and prevention of modern slavery in suppliers' operations.
- We reviewed our supplier-facing organisation and brought all elements of third-party risk management into the Procurement function thus allowing a more integrated approach to minimising the risk of human rights violations within our supply chain.
- We implemented a three-pronged approach to assessing suppliers for Modern Slavery risks:
 1. Supplier Self Attestation as part of the supplier assessment to confirm the presence of a Modern Slavery statement and relevant policies and controls (Financial Services Qualification System - FSQS)
 2. Independent Assessment, whereby our high ESG risk suppliers undergo an independent assessment on an industry recognised platform (EcoVadis) to score their risks of Modern Slavery
 3. On Site supplier audit and assessments led by our in house team, who partner with leading MSHT advisors and charities
- To further increase our coverage to all suppliers, regardless of size, at the point of onboarding we asked all suppliers to confirm acceptance of the Santander Supplier Code of Conduct, including the People and Human Rights requirements, derived from the Modern Slavery Act, making this a condition of doing business with Santander UK. We identified a supplier with weaknesses in their modern slavery approach from this and are working with them to remediate.
- To support (point 1 and 2 of the 3 pronged approach) of our supplier self-assessment (across FSQS self-assessment and EcoVadis); In 2023 89% of our active suppliers completed the supplier self-attestation or independent assessment which represents a 2% increase from 2022 (87%), and a further increase from 82% coverage in 2021, and 80% in 2020.
- From our Independent Assessment tool (Eco Vadis), we onboarded 200 suppliers onto the tool. 15 had scorecards which, in the Labour and Human Rights segment of assessment, fell below the 'Good' rating (the assessment scorecards are categorised into Insufficient, Partial, Good, Advanced and Outstanding). Nine have existing action plans in progress and the remaining six will be delivered in 2024.
- To support the On Site Supplier Audits we continued to work with a leading Modern Slavery consultancy to repeat and embed the deep-dive thematic assessment on higher risk suppliers for Modern Slavery and work with suppliers to complete remediation as necessary.

Actions for 2024:

- With a baseline of supplier assessment and reporting established, the programme will focus on increasing the scope and breadth of our qualitative analysis, prioritising our high ESG risk suppliers, and shift to a more collaborative approach working alongside suppliers with a view to minimising the risk of human rights violations in their operations.
- In 2024, we will change the way we report and move to a new methodology that focuses on the 3 pronged approach and share the results and findings of the increased assessment layers.
- We will target onboarding of 50% of high ESG risk suppliers to our ESG rating tool EcoVadis. The total high-risk pool currently stands at 349 suppliers. The high-risk population will be refreshed and rescored annually.
- Using data and insight provided in EcoVadis assessments, our dedicated supplier management and responsible procurement resources will work with any suppliers who have a score less than a 'Good' rating to develop specific action plans and monitor the progress of these plans and remediation activities.
- In partnership with a Modern Slavery charity, we intend to implement a collaborative model, where our inhouse assessment team will take responsibility for any in-depth assurance activity that is required following the identification of high-risk suppliers. This approach will enable us to target and prioritise mitigation.

Our supply chain

Overview and Risk Profile

We have over 1,000 active suppliers in our supply chain, with the main categories of purchasing spend related to technology, professional services, operations, and property. We have a series of policies, guidelines, processes, and committees to manage our supply chain and risks. These continue to reflect our risk appetite statement regarding modern slavery and human trafficking, which states that “the Santander UK Group will not enter into or maintain relationships with persons and / or entities known to be involved in human rights abuses (e.g., child labour and modern slavery)”.

Policies

Our Third-Party Outsourcing Risk Management Policy and supporting Standards are aligned to regulatory requirements and ensure the ongoing efficacy of risk management activities. This sets out processes to identify, assess, manage, and report potential risks in our supply chain: the assigned Service Director and Service Manager have responsibility to minimise risks and our third-party risk management team oversee and report on this.

Our Supplier Code of Conduct, which is issued to all suppliers, references the Banco Santander S.A. Human Rights Policy and International Labour Organization standards, including prohibition of forced labour. As a Living Wage Foundation accredited company, we also require employees of third-party suppliers working in our buildings to be paid the Living Wage. Furthermore, our standard contract terms include provisions relating to Human Rights and Labour Rules which are subject to periodic review. Our policy is to hold regular meetings with suppliers and work with them to ensure compliance with Santander UK standards and policies. In 2023, we launched a Responsible Procurement Policy that communicates Santander’s commitment to tackling modern slavery from an ethical and legal perspective to all responsible parties within the bank.

Processes

Supplier Onboarding and Due Diligence:

As part of decision making on which suppliers we work with, we complete due diligence during the supplier onboarding process and in ongoing performance management of the supplier and in relation to the service that they provide.

Our core third party suppliers must complete a Financial Services Qualification System (“FSQS”) assessment prior to the start of the contractual relationship with Santander UK and annually thereafter to ensure they meet our due diligence requirements. This self-assessment, which requires them to submit assurance and compliance data, is completed by the supplier and reviewed internally. In 2019, we amended our processes so that any third-party supplier which fails to provide satisfactory answers to the Modern Slavery questions is subject to a formal review conducted by senior stakeholders to assess whether it would be appropriate for the supplier to be renewed or onboarded.

In 2023 we had 970 active in-scope suppliers, 89% of these suppliers had completed the FSQS or EcoVadis assessments or were deemed to be exempt. This represents an increase of 2% versus 2022 and 7% versus 2021.

Further enhancements have been made to our residual risk reporting which includes adherence to the Santander UK Code of Conduct and specific terms relating to Modern Slavery, extending to all suppliers. During 2023, Third-Party Risk Management (TPRM) took ownership of the review of suppliers Code of Conduct as part of the supplier risk assessment at on-boarding. Where a supplier refuses to sign up to Santander's Code of Conduct TPRM complete a review of the suppliers Code of Conduct and any other publicly available information to assess the risk. Of the 35 suppliers that TPRM have reviewed only one supplier has been assessed as having a gap regarding Modern Slavery, recommendations have been made to remediate this.

Data-led Insight and Action Plans:

We have established a baseline level of assessment and reporting that provides an initial level of assurance that our suppliers are operating in alignment with our own Modern Slavery policies and expectations. In 2023, we began to strengthen our approach through proactive supplier collaboration prioritising the suppliers that are identified as being most at risk from falling out of alignment, supporting them to develop and implement corrective actions plans.

We take a data-led approach to prioritise areas of our supply chain with the highest risk. Firstly, we perform an assessment of ESG risks in our supply chain annually to identify suppliers with higher exposure to Modern Slavery risks. From this analysis we are then able to prioritise suppliers for EcoVadis onboarding and further Modern Slavery investigation and corrective action planning. In relation to EcoVadis our suppliers are given a scorecard following a supply chain assessment which highlights recommended improvement areas to encourage self-progression against labour & human rights key performance indicators. The supplier scorecard provides us with significantly greater insight into a suppliers' Modern Slavery and Human Rights performance within both their operations and their supply chain (4th party suppliers to Santander). Going forwards, a supplier with a rating of below "Moderate" in the Labour and Human Rights segment of the assessment will be prioritised for targeted supplier action plans to ensure tracking of their progress and reduce our risk.

In 2023, we set a target to have 25% suppliers with high ESG risk (in accordance with our segmentation methodology) onboarded to EcoVadis. By the end of the year, we onboarded 30% of suppliers and have now set a target to have onboarded 50% by the end of 2024.

Of the 200 suppliers on EcoVadis, 15 have scorecards which, in the Labour and Human Rights segment of assessment have fallen below the 'Moderate' rating which we propose require an action plan. Nine have existing action plans in progress and the remaining six will be delivered in 2024.

Going forward we will focus on high ESG risk suppliers, and those who have been identified as a risk for human rights and labour. We ask for self-attestation, and we ask for an independent assessment (EcoVadis). We will assist the corrective action plans through to completion and we will also deliver on site supplier audits. Furthermore, as part of the regular supplier service reviews and governance meetings, the data is available to be discussed and tracked in the monthly, quarterly, and annual meetings. As we onboard more suppliers onto EcoVadis these discussion topics will be rolled out into more supplier service meetings.

Third-Party Supplier Control Assessments:

In 2023, we continued to work with a leading consultancy to further enhance the analysis of our supply chain to identify risks and recommendations to mitigate these. This work enabled us to develop an Inherent Risk Management Framework to segment suppliers in accordance with risk and agree recommendations using data available across the following three themes: Country Risk, Sector Risk and Spend. The work completed through the development of the Inherent Risk Management Framework identified recommendations that we will take forward in 2024 through a new engagement with a UK based Charity who we will work with to; develop a robust and coherent strategy, effectively engage with suppliers and raise awareness of issues across the organisation. This will include a Risk Assessment of our supplier base, e-learning and training for Procurement employees, desk-based risk assessment, and development of our Modern Slavery statement. We intend to implement a collaborative model, where the inhouse assessment team will take responsibility for any in-depth assurance activity that is required following the identification of high-risk suppliers. This approach will enable us to target and prioritise mitigation activities.

Committees

Our Third-Party Risk & Supplier Forum reviews third party supplier risks and provides a mechanism to escalate key issues identified to senior risk fora within our corporate governance framework. These would be escalated to our Reputational Risk Forum (RRF), launched in 2018. The RRF has Executive Committee members, and this forum holds ultimate responsibility for reviewing modern slavery risks with third party suppliers. The RRF reports to our Board Responsible Banking Committee. We have not been made aware of any risk escalations to RRF in 2023.

Effectiveness of our procurement policies and procedures

We believe that the policies, processes, and committees that we have in place effectively mitigate the risk of modern slavery in our supply chain. Furthermore, in addition to the data we gather from our suppliers and supplier audits, we perform adverse media monitoring. With these controls in place, we do not have any key concerns.

Our customers

Actions taken in 2023:

- Continued to embed and utilise the relationship with Stop the Traffik to share intelligence and understanding of how Organised Crime Groups (OCGs) continue to facilitate modern slavery and human trafficking and how they (OCGs) are pursuing the vulnerabilities of individuals as a result of the Russian invasion of Ukraine and the cost-of-living crisis in particular.
- Continued to drive UK-wide Anti-Economic Crime education and awareness initiatives.
- Performed a deep dive into Adult Services Website risk resulting in new typologies and recommendations for the business.
- Reviewed our Economic Crime (EC) policy approach for Legal Adult Entertainment to ensure it remains fit for purpose.
- Enhanced our cash control framework in branches, at ATMs and for transactions carried out at the Post Office, reducing opportunities for OCGs, including those facilitating modern slavery & human trafficking, to launder cash through the Post Office.
- Efficiencies in internal Suspicious Activity Reporting.

Targets for 2024:

- Continue to drive UK-wide Anti Economic Crime education and awareness initiatives.
- Complete the deep dive into Child Exploitation resulting in typologies and recommendations.
- Embed the internal Modern Slavery & Human Trafficking Oversight Group.

Overview and Risk Profile

We recognise that, as a financial services business, our greatest impact on prevention of human trafficking and modern slavery is to identify the proceeds of this crime. Human trafficking is a serious predicate offence to money laundering which generates around \$150bn a year globally in profits for traffickers, according to Disrupt Human Trafficking, with some 25m victims, according to International Labour Organization (ILO) estimates. As such, we continue with focused efforts to address money laundering associated with modern slavery and human trafficking. Our Anti Money Laundering Standards outline the variants of Modern Slavery in detail, providing guidance on red flag indicators and the offences as defined by the Modern Slavery Act 2015. Colleagues are also guided on the escalation routes and obligations to report any suspicions or concerns that a customer is partaking in, or a victim of, Modern Slavery activity. The Standards provide contact details for both the Modern Slavery Helpline and Stop the Traffik. We are committed to identifying and protecting customers who may be victims of Modern Slavery & Human Trafficking (MSHT) and disrupting the financial flow of illicit funds derived from MSHT. Furthermore, the UK Government implemented the Global Human Rights Sanctions Regulations on 6th July, 2020, highlighting the utilisation of sanctions as a tool to deter and provide accountability for perpetrators of Human Rights abuses. Santander UK Sanctions Policy takes account of all required legislation and regulation and recognises sanctions legislation as being absolute. Santander UK has zero tolerance for sanctions breaches.

Collaboration and information sharing

We recognise the importance of collaboration and information sharing and have developed strong relationships with key stakeholders, so we can continue to understand more about the risk of human trafficking, how the methods and money flows are changing and adapting to evade detection, and what we can do to ensure these crimes are detected and disrupted. We are also committed to sharing intelligence with law enforcement agencies and industry intelligence sharing mechanisms such as the Joint Money Laundering Intelligence Task Force (JMLIT) and Public Private Partnership (PPP). Operational engagement through the JMLIT/ PPP and their expert working groups, including the Human Trafficking, Modern Slavery and Organised Immigration Crime Group, has supported intelligence-led investigation and analyses. In 2023, we continued to focus on developing typologies that will help us identify human trafficking or related crimes and shared these typologies with the industry and other economic crime professionals. We also continued to engage with the JMLIT/PPP expert working group as it moved to an operational working model, acting on live events.

In 2022, we performed a benchmarking exercise of our requirements for the Legal Adult Entertainment Industry against peer bank and law enforcement intelligence in relation to access to banking; this was revisited in 2023 and we are of the view that our requirements remain appropriately risk based and fit for purpose. An intelligence-led deep dive analysis was undertaken in relation to sexual exploitation within the sexual services industry, via Adult Service Websites. The intelligence analysis resulted in a typology specific to this type of sexual abuse and several associated indicators, which were disseminated to frontline business units and fed into training to raise awareness and to aid detection and support disruption. Towards the end of the year, we commenced a project focusing on child exploitation, which was completed in 2023.

Cash controls

We have continued to make cash control enhancements to deter, detect and disrupt cash-based money laundering, with particular focus on laundering through the Post Office and ATMs. Cash is acknowledged to be the favoured currency of organised crime and of those who facilitate modern slavery and human trafficking, with cash placement considered to be an indicator of such activity. Our enhanced cash controls will create a more hostile environment for criminals to bank illicit funds derived from modern slavery.

Committees

At the end of 2022, we formed an internal Modern Slavery & Human Trafficking Oversight Group (MSHTOG) bringing together key stakeholders from functions across Santander UK to address this risk holistically and to collaborate more effectively. We hope to continue to embed the MSHTOG collaboration further in 2024.

Effectiveness of our economic crime approach

We believe that our cooperation with internal and external stakeholders, including financial institutions, law enforcement agencies and specialist NGOs, is an important and effective tool in the ongoing fight against modern slavery and human trafficking. As a result of reports made by Santander UK over the past five years, we understand that the activities of criminals seeking to profit from modern slavery and human trafficking have been disrupted by law enforcement. We are proud to have played a role in ensuring that those criminals can be brought to justice, but we recognise that continued vigilance and co-operation will be necessary across the financial industry to help prevent modern slavery and human trafficking.

Our workforce

Actions taken in 2023:

- 99% of our employees completed the Economic Crime mandatory training module, which included content on Modern Slavery and Human Trafficking for all customer facing employees.
- Developed further the culture and education programme on Anti Economic Crime, working in partnership with the Line 1 and Line 2 Economic Crime Teams.
- Ensured that our employment controls, processes, and policies prevent modern slavery including continuing to pay our employees a real living wage and regularly review payroll data to check for duplicates or wages being paid into others' accounts.
- Communicated a refreshed Code of Conduct to all Employees. This outlined the Economic Crime behaviours and standards to deliver for our customers, our people and shareholders, accompanied with a video series from the Chief People Officer and the Chief Compliance Officer on 'doing the right thing', speaking up and ethical behaviour.

Targets for 2024:

- Continue the culture and education programme on Anti Economic Crime across Line 1 and Line 2 Economic Crime Teams.
- Ensure that our employment controls, processes, and policies prevent modern slavery and human trafficking.
- >95% completion of the Economic Crime mandatory training by our employees, which will include content on Modern Slavery and Human Trafficking indicators for all customer facing employees.

Overview and Risk Profile

As a UK financial services organisation, we have a high-skilled workforce at low risk for modern slavery. To ensure none of our employees are victims of modern slavery or human trafficking, we have a range of policies and processes in place. All our employees and contractors are required to go through a vetting process, which includes making sure they have a right to work in the UK. Every employee has a contract of employment that sets out the terms and conditions of their employment, and part-time employees have the same terms and conditions and the same access to benefits as our full-time colleagues.

We engage with third party suppliers to provide additional staff resource based on business demand. These staff receive no less favourable terms and conditions than our permanent workforce and we work in compliance with the UK's Agency Worker Regulations. All our recruitment methods (whether via third party suppliers or direct recruitment) comply with the "Employer Pays" principle. We pay employees a real living wage and have been an accredited Living Wage employer since 2015. Payroll data is regularly reviewed to ensure there are no duplicate employee records.

Santander UK has a successful history of working in partnership with its recognised trade unions, Advance and the Communication Workers Union (CWU), who collectively negotiate on behalf of our UK workforce (approximately 99.5% of colleagues). We consult Advance and the CWU on significant proposals including those relating to change across the business at both national and local levels.

Code of Conduct

Our [Code of Conduct](#) outlines what is expected at Santander and is published externally. The Code applies to all employees and directors of Santander UK whether permanent, temporary and includes contractors and agency employees, regardless of role. Following the Code enables the greatest standards in our work and behaviours which will benefit our customers, the communities we serve, and each other. This Code contributes to our Group culture framework 'The Santander Way'. It sets out how we should act and behave towards everyone we encounter through our work. Being honest, transparent, and ethical is everyone's responsibility and ensures we continue to be trusted by everyone we engage with.

The Code of Conduct also outlines that we recognise the impact financial crime has on our customers, employees, and communities, as well as the wider society and are committed to deterring, detecting, and disrupting it.

Training

At the heart of our Anti Economic Crime Strategy is that all employees have responsibility for tackling economic crime, which also includes protecting our customers from fraud.

For this reason, Santander UK employees across the organisation are provided with regular and up-to-date training, to ensure they have the capabilities to deter, detect and disrupt economic crime. Furthermore, our Board, Executive Committee and Senior Leaders are strong advocates of building our Anti Economic Crime Culture: inspiring and empowering employees to prevent economic crime.

We have in place an in-depth Economic Crime learning academy. For some role-based employees the academy modules are compulsory, for the vast majority these are available to self-serve as part of their personal self-development. The academy has been independently accredited as being industry leading by the International Compliance Association.

In 2023 our people scored 9.1/10 for the question 'I feel it is my responsibility to help manage financial crime' and 9.0/10 for the question 'I am provided with the financial crime training I need to undertake my day-to-day work' within the Santander UK engagement tool. ¹

Whistleblowing

Employees can raise concerns about any malpractice with us through internal and external reporting channels, including any issues relating to modern slavery or human trafficking. The whistleblowing policy is supported by annual training for all employees, and we have a zero-tolerance approach to the victimisation of whistleblowers. Concerns can be raised on a named or anonymous basis. The whistleblowing policy covers all employees (regardless of employment status) including those in any subsidiary or joint venture, as well as directors and non-executive directors. A channel for our third-party suppliers to report concerns over

¹ Employee sentiment captured by Peakon - a technology platform that converts confidential employees feedback into insights that leaders can put to work, to create more responsive, fulfilling, and productive workplaces. Employees have the opportunity to give each question a score (0-10) and leave a qualitative comment.

wrongdoing or misconduct involving Santander UK employees is also available. At Santander UK, we encourage a “speak up” and “listen up” culture. As of the end of 2023, our people scored us 8.8/10 on average in response to the question ‘I can report unethical behaviour or practices without fear of retaliation’ within the Santander UK engagement tool, an increase of +0.2 vs 2022.

Effectiveness of our workforce policies and processes

We consider that our policies and processes are highly effective at ensuring that slavery and human trafficking are not taking place directly within our business. All our employees and contractors are required to go through a vetting process, which ensures they have a right to work in the UK. This is effective at ensuring that our employees and contractors have not been subjected to human trafficking.

Our pension schemes

Actions taken in 2023:

- Repeated and completed the modern slavery analysis as part of our modern slavery due diligence.
- Continued to engage with our fund managers and third-party suppliers to highlight the issue.
- Communicated with our members on the importance of the issue.

Targets for 2023

- Repeat the modern slavery analysis as part of our modern slavery due diligence.

Overview and Risk Profile

Fund Managers

We have reviewed our pension arrangements to assess whether the relevant fund managers comply with the Act and have taken appropriate steps to help prevent slavery and human trafficking. Our review covered all 28 fund managers and found that 14 fund managers had produced modern slavery statements setting out credible steps to help prevent slavery and human trafficking. The remaining 14 fund managers were either not subject to the Act or had not produced a satisfactory Modern Slavery Statement.

Following this initial review, we have worked with the pension fund trustees to carry out an analysis of the 14 fund managers which did not pass our initial review. The analysis considered issues such as the jurisdiction of investment and the industry sector invested in. Where available, there was also an analysis of their Environmental, Social and Corporate Governance (ESG) Policy and our review of the fund manager's ESG credentials, to provide a view of the steps taken by each fund manager to avoid supporting modern slavery or investing in companies which carry a significant modern slavery risk.

The result of this analysis was that, for 13 of the 14 fund managers, the Modern Slavery Risk was identified as being 'low' due to a combination of (i) investing in countries with a low incidence of modern slavery, such as the USA and EU countries; and (ii) investing in low-risk sectors such as technology, healthcare, or financial services. In respect of the remaining fund manager, the analysis of their ESG Policy highlighted that the fund managers have extensive and robust policies in place meaning that they would not invest in companies with a high risk of Modern Slavery issues. The fund manager commonly invests alongside governmental or transnational organisations, or alongside NGOs, and this requires extensive recognition of social issues such as Modern Slavery risk within the fund manager investment policies. In the case of 13 of 14 fund managers, they are in 'run-off' as there are no plans to renew their contracts beyond current arrangements.

Third party suppliers

Our process also includes third party suppliers, who we engage to provide services to our pension scheme. We reviewed 21 suppliers, of which 16 had provided statements pursuant to the Act. The remaining 5 suppliers were not required to produce statements as they did not meet the necessary criteria. Nevertheless, we reviewed the industry and jurisdictions of these suppliers to determine whether they were at medium or high risk of slavery. Given they were all providing professional services, we concluded the risk was low.

Effectiveness of our pension scheme review

As a result of the above review, we believe that there is no significant Modern Slavery risk arising from fund managers or third parties in the Santander pension schemes at present. In 2024, we will continue to engage with the fund managers and suppliers who did not produce a statement in 2023, to highlight the importance of this issue.

Further Information

For further information on Santander UK please refer to our [Annual Report](#) and our [ESG Supplement](#).

This statement has been approved by the Board of Santander UK Group Holdings plc and Santander UK plc on 18/04/2024



Mike Regnier
Chief Executive Officer
Santander UK Group Holdings plc

Companies covered by this statement:

Santander UK Group Holdings plc	Cater Allen Limited
Santander UK plc	Abbey Covered Bonds LLP
Santander Consumer (UK) plc	Santander Equity Investments Limited
Santander Asset Finance plc	Santander Financial Services plc
Santander Private Banking UK Limited	