



# Slavery & Human Trafficking Statement

## 1. Background

1.1. Part 6 of The Modern Slavery Act 2015 came into force on 29 October 2015 and requires certain commercial organisations to prepare a slavery and human trafficking statement for each financial year. The statement must set out the steps taken during the financial year to ensure slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business.

## 2. About PRA Group (UK) Limited

2.1. PRA Group (UK) Limited (“PRA”) is a company registered in England and Wales having its head office in Wells House, 15-17 Elmfield Road, Bromley, Kent, BR1 1LT. PRA is a debt purchase and collection business. PRA purchases portfolios of regulated and unregulated debt from credit providers. PRA is regulated by Financial Conduct Authority.

2.2. PRA Group, Inc. is the ultimate parent of PRA and is listed on the NASDAQ stock exchange.

## 3. PRA Values

3.1. All PRA employees share a common set of values and commitments that define how we treat each other, how we relate to our customers, and the responsibilities we have to shareholders, regulators, clients, and others. Simply put, these are the principles that reflect PRA’s culture, and what PRA is today. Our goal is for every PRA employee to personalise and live these shared values—because they are guidelines for everything we do. **PRA is:**

- **COMMITTED** to always doing our best work.
- **ACCOUNTABLE** for our actions.
- **RESPECTFUL** in our interactions with each other.
- **ETHICAL** in every situation.
- **SUCCESSFUL** because we work together as a team.

## 4. Due Diligence

### 4.1. Supply Chains

- PRA takes a risk based approach to assessing its supply chain in order to identify particular categories of suppliers, which may present an increased risk of slavery and human trafficking. PRA’s due diligence process for new suppliers requires potential suppliers of goods and services to confirm they have taken steps to ensure slavery and human trafficking is not taking place in their organisation or in their supply chains.

As part of our initiative to identify and mitigate risk, PRA’s contracted suppliers of goods and services are required to confirm their compliance with legal and regulatory requirements. Such contracted suppliers are required by PRA in the course of audit to confirm that they have taken steps to ensure slavery and human trafficking is not taking place in their organisation or in their own supply chains.

- PRA’s Suppliers are monitored through regular audits and issues identified as requiring remedial action tracked to closure.

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## 4.2. Employment

- PRA has robust recruitment practices in place to ensure compliance with legal regulatory requirements, including those related to slavery and human trafficking. Appropriate background checks are completed in respect of prospective employees, including confirmation that prospective employees have the right to work and remain in the UK. All PRA's employees are appropriately remunerated in accordance with their role.


## 5. Policies

- 5.1. PRA has zero tolerance towards slavery and human trafficking and is committed to ensuring there is no slavery or human trafficking in its supply chains or any part of its business. Policies relating to supply chains are regularly reviewed, and where required, updated.
- 5.2. PRA has a clearly defined Code of Business Conduct and Ethics. PRA's suppliers are expected to adhere to the Code of Business Conduct and Ethics.
- 5.3. Modern slavery and human trafficking concerns may be reported under PRA's Whistleblowing Policy.

## 6. Awareness

PRA ensures that all relevant employees and officers have a high level of awareness and understanding of the risks of modern slavery and human trafficking in supply chains, and within the business,

- 6.1. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes PRA's slavery and human trafficking statement for the financial year ending 31 December 2017

Signed:  \_\_\_\_\_ Chairman of the Board

Date: 16 October 2018