



Slavery & Human Trafficking Statement

Background

Part 6 of The Modern Slavery Act 2015 came into force on 29 October 2015. It requires certain commercial organisations to prepare and publish a slavery and human trafficking statement for each financial year. The statement must set out the steps taken during the relevant 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.

About PRA Group (UK) Limited

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

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

PRA Group Values

All PRA Group 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 other stakeholders. Simply put, these are the principles that represent PRA Group’s culture, values, and what PRA Group is today. Our goal is for every PRA Group employee to personalise and live these shared values, because they are the baseline for everything we do.

PRA Group 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.

Due Diligence and Audit

Supply Chains

- PRA Group takes a risk based approach to assessing its supply chains in order to identify particular categories of suppliers, which may present an increased risk of slavery and human trafficking. PRA Group'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 within their organisation, or within their supply chains.
- As part of our drive to identify and mitigate risk, PRA Group's contracted suppliers of goods and services are required to confirm their compliance with all applicable legal and regulatory requirements. Such contracted suppliers are required by PRA Group in the course of audit to confirm that they have taken steps to ensure slavery and human trafficking is not taking place within their organisation, or within their supply chains.
- PRA Group's suppliers are monitored through regular audits, and issues identified as requiring remedial action tracked to closure.

Employment

PRA Group 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 Group's employees are appropriately remunerated in accordance with their role.

Policies

PRA Group has zero tolerance towards slavery and human trafficking, and is committed to ensuring there is no slavery or human trafficking taking place in its supply chains, or any part of its business. Policies relating to supply chains are regularly reviewed, and where required, updated.

PRA Group has a clearly defined Code of Business Conduct and Ethics (the "**Code**"). PRA Group's suppliers are expected to adhere to the Code.

Modern slavery and human trafficking concerns may be reported under PRA's Whistleblowing Policy, through PRA Group's independently managed whistleblowing hotline.

Awareness

PRA Group 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.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes PRA Group's slavery and human trafficking statement for the financial year ending 31 December 2019.

Signed: *Per Martin Sjölund*
Per Martin Sjölund (Jun 30, 2021 13:28 GMT+1)

Per Martin Sjölund
Chairman of the Board

Date: 30th June 2021