

Modern Slavery and Human Trafficking Statement

Mashreq Bank PSC

Issued pursuant to Section 54 of the Modern Slavery Act 2015 (UK)

1. Introduction & Commitment

Mashreq is committed to preventing modern slavery and human trafficking in all aspects of its business operations and supply chain. We uphold the highest standards of integrity and ethical conduct, guided by the UN Guiding Principles on Business and Human Rights, the ILO Fundamental Conventions, and the UN Sustainable Development Goals. As a signatory to the United Nations Global Compact (UNGC), Mashreq aligns its practices with the relevant principles.

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps Mashreq has taken to prevent modern slavery and human trafficking in its business and supply chains.

2. Structure, Supply Chains, and Scope

Mashreq is a global financial institution headquartered in Dubai, UAE, operating across 14 countries, including a branch in London, UK. Our supply chain includes consultancy services, recruitment agencies, facility management, security services, and office supplies. This statement covers the activities of Mashreq PSC and its global operations.

This statement covers not only third-party suppliers but also customer onboarding processes, especially for SME and corporate clients, and employee practices, reflecting our broader commitment to ethical business practices.

3. Policies and Governance

Mashreq maintains a zero-tolerance policy towards modern slavery and human trafficking. Our commitment is reinforced through a suite of policies that set clear expectations for our employees, suppliers, and business partners. These include:

- People Policy
- Anti-Bribery & Corruption Policy
- Code of Conduct & Ethics

- Global Procurement Policy
- Vendor Management Policy
- Gift & Entertainment Policy
- Whistleblowing Policy

All employees, suppliers, and partners are expected to adhere to these standards. Non-compliance results in exit and blacklisting of third parties.

4. Due Diligence and Risk Management

Mashreq conducts due diligence and screening measures of employees, customers, and third-party vendors to identify and mitigate risks of modern slavery and human trafficking within its operations and supply chains. Mashreq only recruits individuals after confirming their legal right to work in the country of employment, and partners with organisations whose ethical principles align with our own.

5. Training and Awareness

All employees receive mandatory training on fraud awareness and our code of conduct. Awareness-raising initiatives are conducted regularly to ensure vigilance and the reporting of potential breaches.

6. Reporting, Whistleblowing, and Remediation

Mashreq provides robust mechanisms for reporting concerns, including a protected whistleblowing channel. Any person raising genuine concerns is protected from detriment or disadvantage. Remedial measures are implemented promptly where necessary.

7. Effectiveness and Continuous Improvement

Mashreq periodically reviews its processes to assess effectiveness, and improvement actions are taken based on review outcomes. This statement will be reviewed and updated annually.

8. Approval and Publication

This statement was approved by the Board of Directors of Mashreq PSC on 30th April 2026. It is published in accordance with Section 54(1) of the Modern Slavery Act 2015 and is available on the Mashreq website.