



ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

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ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

This Anti-Slavery and Human Trafficking Statement affirms the commitment of the Bank of Industry Limited to preventing, identifying, and addressing all forms of modern slavery, forced labour, child labour, human trafficking, servitude, and exploitative labour practices across its operations, business relationships, and value chain. As a development finance institution, the Bank recognises its responsibility to uphold human rights, promote ethical business conduct, and support sustainable development. The Bank adopts a zero-tolerance approach to slavery and human trafficking and complies with applicable Nigerian laws. This commitment is aligned with internationally recognised standards, including the UN Guiding Principles on Business and Human Rights, ILO Conventions, and global responsible banking best practices.

The Bank has established policies and procedures that promote ethical conduct, integrity, and respect for human rights. These include its Code of Conduct, Whistleblowing, Procurement & Vendor Management Framework, and Human Resources policies. Oversight responsibility for anti-slavery and human trafficking risks rests with senior management and is embedded within the Bank's compliance, risk management, and internal control structures.

The Bank adopts a risk-based approach to identifying and managing modern slavery risks. Enhanced due diligence is conducted on customers, counterparties, suppliers, contractors, and project beneficiaries, particularly in high-risk sectors or geographies. This includes assessing labour practices in line with regulations, supply chains, and third-party controls as part of onboarding, credit appraisal, and ongoing monitoring processes.

The Bank provides regular training and awareness programmes for employees to enhance understanding of modern slavery risks, red flags, and reporting obligations. Staff are encouraged and protected to act ethically, exercise professional judgment, and escalate concerns without fear of retaliation.

The Bank maintains confidential and accessible channels for reporting suspected cases of slavery or human trafficking, with a well-established whistleblowing mechanism. All reports are promptly investigated, and appropriate remedial actions are taken, which may include engagement, corrective measures, suspension, or termination of relationships where necessary.

The Bank is committed to continuous improvement in its approach to preventing modern slavery. This includes periodic review of policies in alignment with new regulations and controls, engaging stakeholders, and supporting initiatives that promote decent work, social inclusion, and sustainable economic development.

This statement reflects the Bank's ongoing commitment to ethical finance and respect for human dignity in all its activities.

Dr. Olasupo Olusi

Managing Director/Chief Executive Officer