

METRO BANK PLC MODERN SLAVERY STATEMENT

This Statement is Metro Bank PLC's (the 'Bank', 'we' or 'us') first statement on slavery, servitude, forced and compulsory labour and human trafficking ('modern slavery') and is published under the Modern Slavery Act 2015.

INTRODUCTION

Since opening our doors on the High Street in 2010, the Bank's vision has remained the same, to create FANS by providing each and every customer with unparalleled levels of service and convenience. We are equally committed to conducting our business in a manner that prevents modern slavery.

ORGANISATION STRUCTURE & BUSINESS

We are committed to making a difference and delivering a different type of banking, keeping our products and services as straightforward as possible. We now have 48 stores based, mainly, in London and the South East and our Head Office is at One Southampton Row, London, WC1B 5HA. We also have the following subsidiary companies:-

- SME Invoice Finance Limited
- SME Asset Finance Limited
- RDM Factors Limited

We source goods and services from a variety of suppliers based both in the UK and internationally, including for:-

- IT - software and hardware
- Facilities
- Construction and architectural design
- Operational Services such as cash, card and payment services etc
- Professional services such as marketing, legal, financial etc

OUR POLICY ON MODERN SLAVERY

Our Modern Slavery Policy (the 'Policy'), implemented by the Board in April 2017, confirms that we will conduct all business with integrity and that we have a zero tolerance approach to modern slavery. We are committed to acting professionally and fairly in all our business dealings and relationships wherever we operate, including enforcing appropriate systems and controls to ensure, on a risk basis, that modern slavery is not taking place in our business or supply chains.

We also operate a Whistleblowing Policy which encourages disclosure from any person, internal and external. The Bank thoroughly investigates any disclosure, overseen by the Whistleblowing Champion who is a member of the Board and reports, at least annually, to the Board.

DUE DILIGENCE

As part of our Policy we are proposing to identify and mitigate risk by undertaking increased due diligence in respect of our business and supply chains. During 2017, we will be putting in place systems and processes to help us to:-

- Identify and assess potential risks
- Mitigate those risks
- Monitor those risks

- Where appropriate, seek further assurance from suppliers regarding modern slavery

SUPPLIER ADHERENCE

To ensure all those in our business and supply chains comply with our Policy, during 2017 we will also be putting in place a supplier assurance programme including:-

- Participation in the Financial Services Qualification system ('FSQS'). FSQS is a system used by us and other UK banks to monitor and carry out due diligence on suppliers, including compliance with modern slavery legislation
- A risk based approach to supplier engagement and management

We intend to take a triaging approach to our supply chains to identify specific areas of risk to be further investigated. In addition, the following teams are involved in supplier engagement and contracts, including due diligence:-

- Respective business owners of the supplier relationship
- Procurement
- Legal
- Compliance

TRAINING

To ensure that all colleagues are fully aware of our zero tolerance position and commitment to ensuring that there is no modern slavery in our supply chains we will introduce, during 2017, a computer based training package on modern slavery, for all colleagues.

We will also engage with key suppliers, on a risk basis, with a view to confirming, on an annual basis, that they have a policy covering modern slavery and will be reviewing any modern slavery statements published by those suppliers.

We are still developing our approach to demonstrating the effectiveness of our policy on modern slavery and remain committed to ensuring, in high risk areas, that modern slavery is not taking place in our supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery Statement for the financial year ended 31 December 2016. It has been approved by the Bank's Board and will be reviewed at least annually.

SIGNED.....

CRAIG DONALDSON, CEO

DATE...13/17.....2017