



Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 ('The Act') and constitutes the slavery and human trafficking statement for the financial year ended 31 December 2020 for the entities listed at the end of this statement.

We are committed to ensuring that we comply with the provisions of the Act. As such, we take a zero-tolerance approach to slavery or human trafficking in our supply chains or in any part of our business.

Structure and about us

The Hiscox Group employs over 3,000 people in 14 countries, and has customers worldwide. Through our retail businesses in the UK, Europe, Asia and the USA, we offer a range of specialist insurance for professionals and business customers as well as homeowners. Internationally traded, bigger ticket business and reinsurance is underwritten through Hiscox London Market and Hiscox Re & ILS.

Our values guide our business: to have courage and integrity, to show ownership, to connect with our stakeholders and, above all, to be human. At the heart of our business is a restless spirit to challenge convention in our industry, and in ourselves, to always do better. These values underpin a reputation we have earned for decent behaviour in everything we do, which we firmly believe is good for the morale of our staff and for the results of the business.

Our policies

We have a number of policies that mitigate the risk of slavery and human trafficking and are guided by the principles of the UN's Universal Declaration of Human Rights and the International Labour Organisation's core labour standards.

We aim to maintain a culture that encourages employees to raise any concerns relating to malpractice or wrongdoing, including issues related to slavery and human trafficking, without threat of unfair treatment as a result. If an employee has a serious concern relating to the operation of the business, we have a whistleblowing policy and whistleblowing procedures that enable that person to confidentially raise their concern with senior management. Employees also have the option to raise their concern with the Chair of the Hiscox Ltd Audit Committee.

In addition, all staff worldwide can access free, confidential advice from Public Concern at Work in relation to any concerns about possible malpractice or wrongdoing in the workplace.

Supply chains and due diligence

We are committed to ensuring that slavery and human trafficking do not exist within any part of our business or our supply chains. Although we procure services from a wide range of suppliers, based on our risk assessment we consider our exposure to slavery and human trafficking related supply chain risk to be low, given that we do not have a supply chain that is reliant on sectors that would normally be associated with slavery and human trafficking. Similarly, our business has only very limited exposure in countries or regions that may be at particular risk of slavery and human trafficking.

In keeping with our commitment to a zero-tolerance approach, we undertake appropriate due diligence of suppliers as part of the on-boarding process, and at regular intervals thereafter, to assist us in managing all business risks including preventing slavery and human trafficking within our supply chains.



We will not support or engage suppliers where we are aware of slavery or human trafficking in such suppliers' business or supply chains.

Responsible business

Hiscox is committed to maintaining a culture of integrity, transparency and accountability to ensure compliance with all applicable laws.

Our business is answerable to all its stakeholders, not simply our investors, and we believe that the benefits of being a good corporate citizen go far beyond the bottom line. We strongly believe in the rule of law and we are committed to comply with all relevant international and local laws wherever we operate. We expect the same from our business partners, contractors, agents and joint ventures to do the same.

Review

This statement will be reviewed on an annual basis and published on the Hiscox Group website, www.hiscoxgroup.com.

Bronek Masojada

Hiscox Group CEO

18 March 2021

This Policy has been approved by the Hiscox Ltd Board of Directors.

Entities to which this statement applies: Syndicate 33; Syndicate 3624; Syndicate 6104; Hiscox Dedicated Corporate Member Limited; Hiscox Underwriting Group Services Limited; Hiscox Syndicates Limited; Hiscox Insurance Company Limited; Hiscox Holdings Company; Hiscox PLC; Hiscox Insurance Holdings Company; Hiscox Underwriting Ltd; Hiscox ASM; Hiscox Underwriting Services Ltd; Hiscox MGA; and Hiscox Société Anonyme.