oneglobal

Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 on behalf of Oneglobal Broking Holdings Limited and its subsidiary companies ("Oneglobal") and relates to the financial year ending 31 December 2025.

Introduction

Oneglobal is committed to preventing modern slavery and human trafficking in all its forms within our business operations and supply chains. We adopt a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business activities and relationships.

This statement sets out the steps Oneglobal has taken during the financial year ending 31 December 2025 to identify, assess and mitigate the risk of modern slavery, in accordance with the Modern Slavery Act 2015.

Our Business

Oneglobal is a global insurance broking group operating predominantly in the London insurance market. We provide a wide range of insurance and reinsurance broking services to clients across multiple lines of business, including marine, aviation, energy, renewables, financial lines, property, casualty and reinsurance.

Our operations are primarily professional services–based, employing skilled staff in regulated environments.

Our Supply Chains

Oneglobal's supply chain primarily comprises:

- Insurance carriers and market counterparties
- Professional and advisory service providers
- Providers of operational and support services, including payroll, technology, facilities management and other outsourced services

While the nature of insurance broking presents a lower inherent risk of modern slavery, Oneglobal recognises that certain outsourced services may present a higher inherent risk and therefore require enhanced scrutiny.

Governance and Accountability

Oversight of modern slavery risk sits within Oneglobal's wider Risk Management framework.

The Board of Directors retains overall responsibility for approving this statement and for overseeing ethical and compliance risks across the Group. Operational responsibility for modern slavery risk management is delegated to the Group Executive Committee, with day-to-day oversight led by the Executive Director – Risk & Compliance.

This statement is reviewed annually and approved by the Board.

Policies and Procedures

Oneglobal maintains a range of policies and procedures designed to mitigate the risk of modern slavery within our business and supply chains, including:

- **Recruitment practices**

  We comply with applicable employment legislation and right-to-work requirements in all jurisdictions in which we operate. We do not employ child labour or individuals who do not have the legal right to work.

- **Counterparty due diligence and commercial contracts**

  Oneglobal applies a risk-based approach to due diligence on suppliers, outsourced service providers, counterparties and business partners. Standard contractual clauses addressing modern slavery and ethical conduct are included in supplier agreements and terms of business, where appropriate.

- **Ongoing screening and oversight**

  We undertake ongoing screening of suppliers, clients and counterparties and take appropriate action where issues or concerns are identified.

Risk Assessment

During the financial year, Oneglobal undertook a risk-based assessment of modern slavery exposure across its operations and supply chains.

Given the nature of insurance broking activities, the risk of modern slavery within Oneglobal's core business operations is assessed as low. Higher inherent risk has been identified in certain outsourced and support services, particularly where labour-intensive activities may be involved. These risks are managed through proportionate due diligence, contractual controls and ongoing oversight.

Training and Awareness

Oneglobal provides modern slavery awareness training to employees as part of the induction process, with refresher training delivered periodically. Training is designed to help employees understand the nature of modern slavery and human trafficking, recognise potential risk indicators, and understand internal escalation routes.

Reporting and Speaking Up

Oneglobal encourages employees and relevant third parties to raise concerns about suspected modern slavery or unethical behaviour. We operate a confidential whistleblowing mechanism that allows concerns to be raised without fear of retaliation. All concerns are assessed and investigated in accordance with internal procedures.

Measuring Effectiveness

Oneglobal continues to develop its approach to monitoring the effectiveness of its modern slavery controls. This includes:

- Monitoring completion of employee training
- Reviewing higher-risk supplier relationships
- Considering any incidents or concerns raised through reporting mechanisms

Continuous Improvement

Oneglobal is committed to continuous improvement in its approach to preventing modern slavery and human trafficking. We will continue to review and enhance our policies, procedures and controls to ensure they remain appropriate, proportionate and effective.

Approval

This statement has been approved by the Board of Directors of Oneglobal Broking Holdings Limited in April 2026.

Signed by the Group CEO – Roger Spicer

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