

Lancashire Holdings Limited - Anti-slavery and human trafficking statement made on behalf of all companies within the Lancashire Group further to the provisions of the UK Modern Slavery Act 2015

Statement by the Chair of Lancashire Holdings Limited

We are proud of the conditions of employment for all our employees throughout the Lancashire Group. Given the nature of our business, our boards and management teams each consider that there is minimal risk that, either within the Lancashire Group or the very limited supply chains which support our business activities, the Lancashire Group is involved in, supportive of, or complicit in slavery and human trafficking. The employment and procurement practices operated by the companies within the Lancashire Group ensure that those companies are rightly viewed as excellent and supportive employers. And to the extent that our Group companies operate as a purchaser of goods or services we expect a high level of ethical conduct from those suppliers with which we do business within our very limited supply chains.

About us and organisational structure

Lancashire Holdings Limited (Lancashire) is the holding company for a group of companies providing global specialty insurance and reinsurance products and services (together referred to as the Lancashire Group). Lancashire is incorporated and domiciled in Bermuda and has a premium listing on the London Stock Exchange. The companies within the Lancashire Group (which include UK incorporated companies including, but not limited to, those detailed in Schedule 1 to this statement) are either regulated insurance and/or reinsurance companies and service companies or serve a purpose ancillary to the Lancashire Group's principal activities in insurance and reinsurance. The Lancashire Group currently operates from four offices located in London, Bermuda, Australia and the USA and has over 400 employees worldwide. The Lancashire Group conducts the majority of its business in the UK and Bermuda but is licensed to underwrite insurance and reinsurance business in a large number of jurisdictions around the world.

Our supply chains

The Lancashire Group's supply chains are very limited. The Lancashire Group offers insurance and reinsurance solutions which are a type of financial services product and so we consider the risk of modern slavery or human trafficking existing within our business or our supply chains to be relatively low. We have a limited supply chain, predominantly comprised of professional services firms and firms providing routine services for the maintenance and support of our office operations in London, Bermuda, Australia and the USA, such as cleaning and technical support services for such things as air conditioning, IT, telephones and communications infrastructure. We do not act as a producer, manufacturer or retailer of physical goods and have no supply chain in relation to such activities.

Anti-slavery Policy Statement:

"The Lancashire Group has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business."

This Anti-slavery Policy Statement is the principal articulation of the Lancashire Group's policy on slavery and human trafficking. It is intended to inform and influence all the operational procedures within the Lancashire Group. It also reflects our commitment to acting ethically and with integrity in all our business

relationships and to implementing and enforcing effective systems and controls to ensure (amongst our other priorities) that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

The Lancashire Group is committed to operating a responsible business to the benefit of all its stakeholders and respects, supports and complies with all relevant local Bermudian, UK, Australian and U.S. legal requirements to which it is subject.

The Lancashire Group has also approved a Group Human Rights Policy Statement, which is published on the Group's website and reflects our commitment to respect, support and protect human and labour rights across our organisation. In this we are guided by the principles outlined in international standards, such as the United Nations Universal Declaration of Human Rights.

Due diligence and implementation processes to mitigate the risk of slavery and human trafficking

As part of our initiative to identify and mitigate risk (including in relation to that of slavery and human trafficking) we operate a range of controls and policies and procedures appropriate to the different companies within the Lancashire Group. These include the policies and procedures in the following areas:

- Third-party provider and outsourcing;
- Whistleblowing;
- Anti-money laundering, bribery and financial crime; and
- Group Human Rights Policy Statement.

The Lancashire Group also articulates a series of employee rights and benefits available in the employee handbook and individual contracts of employment for each member of staff.

The Lancashire Group is an equal opportunity employer and does not tolerate discrimination of any kind in any area of employment or corporate life. We value and seek to promote human rights through integration in our business practices, for example, in our activities as an employer, in our underwriting and (re)insurance activities, in the management of our investment portfolio, in our procurement practices, in our wide-ranging programmes of compliance, ethics and risk management and in our corporate responsibility activities, in particular the work of the Lancashire Foundation.

The Lancashire Group operates an HR department led by the Group Chief Human Resources Officer, a Legal and Compliance department led by the Group General Counsel, an Internal Audit department led by the Group Head of Internal Audit, a Risk Management department led by the Group Chief Risk Officer and an Operations department (encompassing vendor procurement and management) led by the Group Chief Operations Officer. The board of each of the principal subsidiary operating companies is required to note and agree to the terms of this statement. Each of these departments and executives have reporting responsibilities to management and the various boards of companies within the Lancashire Group. The Lancashire Group uses the services of its external auditors and Lancashire's audit committee receives quarterly update reports from the external auditors, the internal auditors and the Legal and Compliance department. Furthermore, all members of staff have the option to raise any concerns with the Chair of the Audit Committee or the appointed Whistleblowers' Champions. A combination of these procedures and

functions operates to help identify, assess and monitor potential risk areas in our supply chains and mitigate the risk of slavery and human trafficking occurring in our supply chains.

It should be specifically noted that the Lancashire Group operates in the UK as an accredited Living Wage employer by the Living Wage Foundation. This helps ensure that our employees and third-party contracted staff are paid in line with London Living Wage standards.

We seek to ensure when entering into material contracts that all those in our supply chain and contractors comply with our stated Anti-slavery Policy, in particular, when seeking tenders for service or when auditing our suppliers.

Training

We provide training and communicate this statement to all our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business and to demonstrate our zero-tolerance approach.

Legal and regulatory purpose of this statement

This statement is made with regard to the obligations arising under section 54(1) of the UK Modern Slavery Act 2015. Although Lancashire itself is incorporated in Bermuda, it recognises the importance of these issues for all the Lancashire Group companies and the Group's stakeholders. Accordingly, this statement should be considered to constitute the anti-slavery and human trafficking statement for Lancashire and all companies within the Lancashire Group (in particular those listed at the end of this statement in Schedule 1) for the financial year recently closed, the current financial year and all future financial years until it may be modified or amended.

Schedule 1

Lancashire Group companies to which this statement applies:

- Lancashire Holdings Limited
- Lancashire Insurance Company Limited
- Lancashire Insurance Holdings (UK) Limited (*UK incorporated)
- Lancashire Insurance Services Limited (*UK incorporated)
- Lancashire Insurance Company (UK) Limited (*UK incorporated)
- Lancashire Capital Management Limited
- Cathedral Capital Holdings Limited (*UK incorporated)
- Lancashire Syndicates Limited (*UK incorporated)
- Cathedral Capital (1998) Limited (*UK incorporated)
- Lancashire Underwriting Australia Pty Limited (*Australia incorporated)
- Lancashire Insurance (US) LLC (*USA incorporated)

Philip Broadley
Chair of Lancashire Holdings Limited

Approved by resolution of the LHL Board on 1 May 2024