Munich Re UK Services Limited Statement on the UK Modern Slavery Act 2015

This statement is made pursuant to section 54 (1) of the UK Modern Slavery Act 2015 and constitutes Munich Re UK Services Limited's slavery and human trafficking statement for the financial year ending 31 December 2022.

Munich Re UK Services Limited ("MRUKS") is a fully owned subsidiary of Munich Re[1] and is a provider of services to a number of entities in the Munich Re group operating in the UK insurance and reinsurance markets that are regulated with the Financial Conduct Authority and/or Prudential Regulation Authority. Where relevant, the references in this statement to Munich Re are also reference to MRUKS.

MRUKS' structure, its business and its supply chains

MRUKS provides services, including staffing and secondment solutions, services in respect of various shared UK functions and shared premises, and procurement of externally-sourced products and services, to a number of UK-based Munich Re entities.

MRUKS' policies in relation to slavery and human trafficking

The Munich Re business concept of sustainable and responsible action is adopted, so MRUKS is committed to combat slavery and human trafficking.

A suite of policies, specific to our risks and controls are in operation to set out and maintain business standards, which are integral to preventing modern slavery or human trafficking.

MRUKS' due diligence processes in relation to slavery and human trafficking in its business and supply chains

Munich Re has developed a process that covers key components of human-rights due diligence. Additionally, MRUKS has local processes that reduce the risk of modern slavery and human trafficking (as explained further below).

MRUKS' assessment and measures to manage slavery and human trafficking risks

MRUKS continually keeps under review where its business may be at risk of encountering slavery or human trafficking, and has taken steps to assess and manage that risk:

MRUKS Employees

All MRUKS employees contribute to our success through their skills, performance and dedication. That is why we are committed to investing in their development and providing all staff with equal opportunities and top-quality working conditions.

MRUKS is aware that poor recruitment procedures and working environments can lead to instances of compulsory labour or servitude, if left unchecked. Our Human Resources (HR) function uses pre-employment residency checking to ensure the legitimacy of our employees' right to work status in the UK. They also operate wage structures and working hour models that meet legal requirement and market standards which are monitored through remuneration benchmarking exercises on an annual basis. Any additional employment or hours worked are subject to sign-off procedures and monitored to prevent any environment that would facilitate an offence.

HR have taken part in initiatives to achieve optimal working conditions for employees, with reviews of equal opportunities and health and safety related topics. The working conditions are measured through the use of 'continuous conversations' and feedback obtained through hybrid working check-ins and, occasionally, exit interviews with employees under notice.

Employees have the opportunity to report concerns or compliance breaches through various mediums; robust whistleblowing channels are in place that allow any incidents to be raised securely, confidentially and, on request, anonymously.

MRUKS hired a UK and Ireland Head of Diversity, Equity & Inclusion in January 2022. Their key responsibility has been to build and define a DE&I strategy

[1] Munich Re (Münchener Rückversicherungs-Gesellschaft Aktiengesellschaft in München)

for 2022 and beyond which will grow a forward-thinking, progressive environment of inclusion. MRUKS aims to build a culture of belonging across the organisation so all employees are comfortable being themselves at work and are able to work positively and efficiently.

MRUKS Procurement

We are conscious that we are part of a wider picture as we engage a number of suppliers. We recognise the different risk profiles of suppliers in regard to them potentially drawing benefit from modern slavery or human trafficking.

Like Munich Re, MRUKS implements a Corporate Responsibility clause into procurement contracts and reserves the right to cancel the contractual relationship for breach.

MRUKS' procurement function only engages with carefully selected, reputable suppliers, who largely trade in low risk goods like professional services, software and office supplies. We have an active tender process that is periodically reviewed at contract renewal, where a supplier's ethics and risk of modern slavery and human trafficking offences are part of MRUKS' overall consideration to conduct business. The procurement function operates a risk-based approach, which is influenced by factors like the services, goods and operational territories of the suppliers, to determine the level of due diligence applied.

MRUKS' training on slavery and human trafficking

All MRUKS staff are required to complete training on the Munich Re Group Code of Conduct every two years so that they are familiar with the standards of ethical conduct and are aware of the need to observe these rules day to day. This training includes, for example, reporting of infringements, data protection and corruption. Staff identified as having a need for enhanced knowledge of the risk of modern slavery in their roles receive specific training every two years.

Progress in the financial year 2022

COVID-19 & Hybrid Working:
Throughout the COVID-19 pandemic, MRUKS closely followed concerns around the health and working conditions of its employees. Risk assessments continue to be performed and resultant actions taken as required to make the workplace COVID-secure, such as introducing strict policies on self-isolation, social distancing practices, desk booking systems, touch-free mechanisms and deep cleaning. Desk booking and strict hygiene measures remain in place; staff are actively encouraged not to attend the workplace if feeling unwell. Some socially distanced working areas across the office have been maintained.

During the pandemic all staff were able to work from home. MRUKS introduced expense schemes, wellbeing initiatives and increased flexibility in working hours to support employees respectively with home office costs, changes in environment and balancing caring responsibilities and childcare/home schooling.

Following a phased return to the office all staff have now fully adopted a hybrid working policy where a blend of remote working and office working has been implemented. This flexible approach is now the normal working pattern across MRUKS.

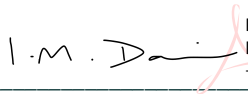
Employees: As well as embedding the hybrid working policy, HR have continued issuing managing/working with respect workshops during 2022. The course material focuses on each staff member's own behaviour and the impact within the workplace environment and psychological safety. Managers will also receive Mental Fitness training, to enable them to understand more about mental health and how to manage mental health issues in the workplace.

Procurement: A core model for digital supplier management went live at Munich Re's headquarters in Munich in 2020 and is being rolled out across the group. MRUKS started to use some of the features during 2021 with more features becoming available in 2022/2023. It will enable MRUKS to improve accessibility, acceptance and documentation of the UN Global Compact Principles (UNGC) throughout its procurement supply base. In addition, there will be the adoption of a Group-wide Code of Conduct for suppliers. Through use of the global core model and the associated standardised supplier onboarding/contracting process, UNGC coverage is expected to increase

Final Remark

We will continue to work on the implementation of the human and labour rights aspects and to consider our obligations under the Modern Slavery Act 2015.

Signed by order of Munich Re UK Services Limited Board of Management:



Name: Ian Davies

Position: Director

Company: Munich Re UK Services Limited

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