

## **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 2017 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.

### **About Us**

The Hiscox Group employs over 2,300 people in 13 countries, and has customers worldwide. Through the retail businesses in the UK, Europe and the US, 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 and ILS.

Our values define our business, with a focus on people, quality, courage and excellence in execution. These values underpin a reputation we have earned for integrity and 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. 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. 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, we consider our exposure to slavery and human trafficking related supply chain risk to be relatively 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 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.

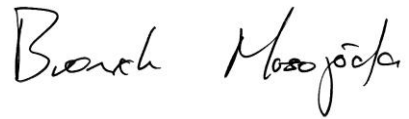
### **Responsible business**

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

Our business is responsible 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 website, which can be viewed at [www.hiscoxgroup.com](http://www.hiscoxgroup.com).



Bronek Masojada

CEO Hiscox

19 April 2018

**Entities to which this statement applies:** Syndicate 33, Syndicate 3624, Hiscox Dedicated Corporate Member Limited, Hiscox Underwriting Group Services Limited, Hiscox Syndicates Limited, Hiscox Insurance Company Limited, Hiscox Europe Underwriting Limited.