

# Slavery and Human Trafficking Statement

## 1. Introduction

The company is committed to conducting business with honesty and integrity, treating all employees and those with whom we do business, with respect and dignity<sup>1</sup>.

RFIB respects international human rights principles<sup>2</sup> and does not tolerate child labour, use of forced labour, coercion, fraud, deception, abuse of power or other means to achieve control over another person for the purpose of exploitation.

The Company complies with the employment laws of every country in which it operates and expects those with whom it does business to do the same.

This statement summarises the steps RFIB are taking to understand all potential modern slavery risks related to its business and to put in place processes that ensure that slavery and human trafficking does not take place within our operations and supply chains. This statement relates to the Company's action plan for the financial year 1 April 2017 to 31 March 2018.

## 2. Scope

The scope of this policy extends beyond the UK to the entire RFIB Group (its direct and indirect subsidiaries, including non-obligated entities) wherever they operate around the world.

## 3. Organisation Structure, Business Activities and Supply Chains

RFIB is an independent international insurance and reinsurance broker. With its headquarters in the City of London and a number of offices in major international centres,<sup>3</sup> RFIB accesses a diversified book of business in significant developing economies and is renowned as a producer of innovative, profitable and specialist business to the London and international markets.

## 4. Risk Appetite

RFIB will assess whether or not particular activities or countries are high risk in relation to slavery or human trafficking. We will also develop an action plan and instigate anti-slavery initiatives on a phased basis, starting with ensuring:

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<sup>1</sup> RFIB's Conduct Policy refers.

<sup>2</sup> UN Declaration of Human Rights refers

<sup>3</sup> Including Singapore, South Africa, Dubai, Saudi, Bermuda and USA

- That our current Tier 1 suppliers<sup>4</sup> understand the standards that the organisation applies;
- All new Tier 1 suppliers are aware of this statement through our Terms of Business Agreements.

## 5. Relevant Policies

**Whistleblowing Policy.** RFIB encourages its workers, customers and other business partners to report any concerns either in relation to our own activities or those of our suppliers that may give rise to an enhanced risk of slavery or human trafficking.

Our Whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation through the provision of a confidential telephone helpline.

**Conduct Policy.** RFIB strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

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## Board Approval

This statement was approved by RFIB's Board of Directors who will review and update it annually.

A handwritten signature in black ink, consisting of a stylized 'S' followed by a horizontal line and a flourish.

Signed by a Director for and on behalf of the RFIB Board

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<sup>4</sup> Suppliers that we source from directly