

# Sedgwick Outsource Services Ireland Ltd– Modern Slavery Statement

## Statement for Financial Year 2019/2020

This statement has been published in accordance with the requirements of the UK Modern Slavery Act 2015 and sets out the steps taken by Sedgwick Outsource Services Ireland Limited ('The Company') to prevent modern slavery and human trafficking happening within our business and within our supply chain.

## Introduction

The Company recognises that Modern Slavery exists in the modern world and is a global and growing issue. Sedgwick Outsource Services Ireland Ltd and all its colleagues together with those who work with and on behalf of the Company have a responsibility to ensure no form of Slavery or Human Trafficking exists in our business or within the supply chain of those with whom we choose to partner.

Should concerns arise, we would expect our colleagues or anyone working with or on behalf of the Company to raise them using the appropriate reporting channels, so that the Company can take the appropriate action.

## Our business and our supply chains

Sedgwick is a leading global provider of technology-enabled risk, benefits and integrated business solutions. We provide a broad range of resources tailored to our clients' specific needs in casualty, property, marine, benefits and other lines. Through the dedication and expertise of our 21,000 colleagues in 65 countries, we strive to remove process complexity, making things easier and more effective for everyone involved.

We are the leading specialist service provider to the insurance financial service and corporate market in Ireland. Our Irish operation includes a range of businesses from Sales and Customer Service to Third Party Administration and Loss Adjusting services working on all parts of the risk life cycle, including pre and post loss. These include experts in surveying, engineering, construction, forensic accounting, training, fire origin, environmental risk and contractor management.

Sedgwick offers a local market service to international capabilities on a multi-jurisdictional, multi-lingual and multi-currency platform.

Our ethical values and standards are the foundation in the way we conduct our business. We take our environmental, ethical and corporate social responsibilities seriously and have a wide range of initiatives in place to support our values to include sourcing responsibly and reducing waste to helping local communities and charitable giving.

We will ensure that the way in which we purchase goods, services and facilities and choose our business partners reflects our commitment to equality, diversity, inclusion and our ethical trading values including the prevention of Slavery and Human Trafficking.

## Policies and controls

We are committed to working with our suppliers to ensure we only partner with those suppliers which commit to trading and operating ethically in their dealings with all parties including internal customers, their suppliers, stakeholders, public interest groups and external customers. We expect from our supplier high standards and expectations of behaviours to include standards relating to the engagement of labour, terms and conditions of employment and treatment of those who work on behalf of the supplier, prevention of discrimination, prevention of child and enforced labour in addition to seeking agreement that the supplier will adhere to employment legislation prevailing in their country.

Further, it is our expectation that our suppliers shall ensure that they do not condone, nor are they involved with, Slavery or Human Trafficking in any form. This also applies to any 3<sup>rd</sup> party supplier

that is used in providing services or products indirectly to Sedgwick Outsource Services Ireland Ltd.

Our audit and due diligence questionnaire which is used to conduct biennial reviews of our main suppliers includes specific questions in relation to the prevention of Modern Slavery and Human Trafficking within the suppliers' business and their own supply chains. Suppliers are subject to due diligence and audit to ensure they adhere to our standards as set out above.

Colleagues and those working on behalf of the Company are required to adhere to our **Equality, Diversity and Fair Treatment Policy** which sets our standards relating to the way we expect individuals to behave including our commitment to ensure we conduct ourselves in an ethical way preventing any type of slavery, servitude, human trafficking and forced or compulsory labour.

We also operate a **Whistleblowing Policy** which is principally aimed at our colleagues but it is also available to others working with or on behalf of the Company which encourages any concerns of wrongdoing which extends to human rights violations including any incidents relating to Modern Slavery to be reported. All reports of alleged wrongdoing are fully investigated and appropriate remedial action taken.

Our **Risk Forum** is made up of a cross section of business representatives who meet regularly to discuss all matters relating to risk management including analysing new and emerging risks and identifying appropriate solutions. The remit of our forum includes identifying risk internally and within our supply chain, monitoring potential risk areas and identifying ways to reduce risks including those of Slavery and Human Trafficking.

## Training and awareness

Raising colleague awareness of the UK Modern Slavery Act is integral to maintaining our standards of expected behaviours.

We make sure:

- Our colleagues are aware of the UK Modern Slavery Act, including its definitions of Slavery and Human Trafficking – this is defined in our Equality, Diversity & Fair Treatment Policy;

- Colleagues are aware what they should do if they suspect a case of Slavery or Human Trafficking including the existence of our Whistleblowing Policy and our ethics hotline;
- Articles are published on our internal intranet for the purpose of raising colleague awareness

By recognising the importance of trading ethically and contributing to the tackling of Modern Slavery, the business can benefit in a number of different ways to include;

- Protecting and enhancing our reputation and brand
- Protecting and growing our customer base as more consumers seek to deal with businesses with higher ethical standards
- Greater colleague retention and loyalty based on our values including respect and fair treatment
- Improved investor confidence; and
- Developing more responsive, stable and innovative supply chains

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes our Group's Slavery and Human Trafficking Statement for the financial year 2019/2020.

Signed



**Malcolm Hughes, Chief Executive Officer Sedgwick Outsource Services Ireland Ltd**

Dated 10<sup>th</sup> January 2020