

Sedgwick Australia – Modern Slavery Statement

Statement for Financial Year 2020/2021

This statement has been published in accordance with the requirements of the Australian Modern Slavery Act 2018 (Commonwealth Act) and sets out the steps taken by Sedgwick (Holdings) Pty Ltd (ABN 90 004 312 118) (ACN 162 453 303) ('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 Australia 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 Australia is a leading global provider of technology-enabled risk, benefits and integrated business solutions. Our 600 colleagues are located across 43 offices, meaning that we are within a 2 hour drive of more than 90% of the Australian population. Our claims solutions are provided across all insurance product lines including Property, Major and Complex Loss, Accident and Health, Travel, Personal Injury, Liability and Marine.

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

The nature of our services confines exposure to modern forms of slavery, human trafficking or child labour. Sedgwick Australia do not use raw materials or produce goods. However, there is exposure in supply chains where services for cleaning and construction are used.

All suppliers are required to adhere to our **Sedgwick Code of Conduct** which requires any suppliers with whom we partner to commit to trading and operating ethically in its dealings with all parties including internal customers, their suppliers, stakeholders, public interest groups and external customers. Set out within this code are our 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. This code forms an integral part of the commercial contract we agree with our suppliers.

Further, this code sets out our expectation that our suppliers shall ensure that they do not condone, nor are they involved with, forced labour in any form. This also applies to any 3rd party supplier that is used in providing services or products indirectly to The Company.

The effectiveness of these controls will be assessed via our audits and due diligence questionnaire 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 **Anti-Discrimination and EEO 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 Committee** 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 committee 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

The process of consultation with entities The Company owns or controls (Sedgwick Japan G.K. and Forensic Advisory Services Pty Ltd (Australia)) is achieved through raising colleague awareness of the Modern Slavery Act. This is integral to maintaining our standards of expected behaviours.

We make sure:

- Our colleagues are aware of the Modern Slavery Act, including its definitions of Slavery and Human Trafficking – this is defined in our Anti-Discrimination and EEO 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 13 (1) of the Australian Modern Slavery Act 2018 (Commonwealth Act) and constitutes our Group's Slavery and Human Trafficking Statement for the financial year 2020/2021.

Signed



Diego Ascani, Chief Executive Officer Sedgwick International Australia

Dated 26 June 2020