

Premia UK companies Modern Slavery and Human Trafficking Statement

Date 12 June 2024

Introduction

Premia UK companies are committed to ensuring that modern slavery or human trafficking does not take place, either directly or within our supply chain. On an ongoing basis, we will review our practices for consistency to ensure best practice.

Modern Slavery is a term used to encompass slavery, servitude, forced or compulsory labour and human trafficking. Modern Slavery is a crime and a violation of human rights. This statement (“Statement”) is made by the Premia UK Companies, pursuant to section 54 of the Modern Slavery Act 2015 and is applicable to the following Premia UK companies, referred to throughout this statement as “Premia UK Companies”:

- Premia Managing Agency Ltd (“PMAL”)
- Premia Corporate Name 3 Ltd (“PCN3”)

Any references to “we” or “our” throughout this statement, refers to both of the above companies

The Statement is required to be reviewed annually and signed by a director following Board approval.

The Premia UK Companies will not tolerate any form of slavery, servitude, forced labour or human trafficking in the managing agency or any of its related entities. This statement sets out our approach and steps taken to safeguard against Modern Slavery.

The relevant reporting period for this statement is (1 January 2023 - 31 December 2023).

COMMITMENT

PMAL is a managing agent at Lloyd's which is responsible for the management of syndicate 1884. PMAL is owned by the Premia Group, a legacy reinsurance provider with businesses in Europe, Bermuda and USA.

PCN3 Ltd is a Lloyd's corporate member that provides capital to support syndicate 1884 which is managed by PMAL. PCN3 is also owned by the Premia Group.

The Premia UK Companies are committed to ensuring that there is no Modern Slavery and human trafficking in any part of our business or supply chains. We have assessed our exposure to the risks of Modern Slavery and Human Trafficking in any part of our business

or supply chain and believe it to be low. Our assessment identified four main areas of potential exposure:

Supply Chain: PMAL is a Lloyd's managing agent and PCN3 is a Lloyd's corporate member. Unlike large retail or manufacturing organisations the Premia UK Companies do not have a complex supply chain.

Recruitment: We have clear recruitment procedures which requires that all prospective employees are screened prior to appointment and we offer equal opportunities to all employees. All staff receive training at the commencement of their employment which includes a link to our company policies and procedures via our intranet site. Premia's approach to modern slavery is documented in the Outsourcing Policy and staff are required to confirm that they will adhere to all our policies.

Third-party labour practice: This includes recruitment agencies, contractors and third-party companies providing services to the agency. Our due diligence and selection processes mitigate the risk of exposure to practices involving human trafficking or modern slavery.

Procurement: PMAL has an Outsourcing Policy in place which includes a due diligence process on preferred suppliers. PMAL periodically monitors all third party suppliers to ensure compliance with the Modern Slavery Act.

We implement policies applying to all employees, officers, contractors and temporary staff including:

- Code of Business Conduct and Ethics;
- A set of HR policies dealing with recruitment practices, diversity and inclusion, and equal opportunities;
- Whistleblowing Policy; and
- Outsourcing and Third Party Service Provider Risk Management Policy.

All staff have been made aware of the above policies and must confirm they have read them on joining the business.

This statement was approved by the Board of Directors of PMAL and PCN3:



Colin Grint

Chief Executive Officer, PMAL and Director, PCN3