

## **SLAVERY & HUMAN TRAFFICKING STATEMENT**

### **INTRODUCTION**

We are a provider of insurance in the UK financial services sector and are the parent company of the esure Group (Group). We are committed to the highest standards of ethics and integrity and are committed to conducting our business in a lawful manner, which includes engaging with suppliers to ensure that they share our high standards.

As required by the Modern Slavery Act 2015 (the "Act"), this statement describes the steps which the Group has taken during the financial year ended 31 December 2016 to ensure that slavery and human trafficking is not taking place in any part of our own business or supply chains.

### **OUR POLICIES**

Our Code of Conduct sets out our core principles of our business ethics and demonstrates our commitment to fair employment practices in relation to our own employees. We also have a Code of Business Ethics and a Whistleblowing Policy and these standards and principles are embedded in our day-to-day activities and are covered in inductions for new staff and are reinforced through staff training. All employees undergo pre-employment vetting.

We expect our suppliers to have fair employment practices too and our Procurement Policy sets out the expectations of our suppliers, which includes adherence to our Code of Business Ethics. A supplier's compliance with our Code is an important factor in forming or re-entering into a new relationship with a supplier and we carry out due diligence on our suppliers through the ongoing supplier management processes we have in place. Any breach of our Code may result in us terminating our arrangements with the supplier.

### **OUR SUPPLY CHAIN RELATIONSHIP**

Key suppliers to the Group are the businesses which help us to run our premises and operations, which includes our catering and cleaning providers as well as, for example, our call centres, repairer networks and loss adjusters. We strive to encourage the right behaviours by fostering long term relationships with our suppliers and, for example, by encouraging minimum standards to be met such as paying (at least) the voluntary UK Living Wage.

### **RISKS AND COMPLIANCE**

We are committed to buying quality products and services from ethical suppliers and price is not our only driver. We meet formally with our key suppliers on a regular basis and also occasionally visit them at their own premises. This enables us to observe first hand their working conditions and have the opportunity to speak to workers directly. We have a contractual right to audit the performance and working practices of our suppliers in many cases, and monitor overall compliance with the Code.



Stuart Vann  
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