

## **Modern Slavery Statement**

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 constitutes the Qudos Insurance A/S slavery and human trafficking statement for the financial year ending 31 December 2017. This statement sets out the steps that Qudos Insurance has taken and is taking to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

### **Qudos Insurance A/S**

Qudos Insurance A/S is a non-life insurance company operating across Europe, particularly in Scandinavia and the UK. Qudos Insurance A/S is domiciled in Denmark and was established in 2012. For more information about Qudos Insurance A/S, please see our 2017 Annual Financial Report.

The Business relations of Qudos Insurance A/S are based on long-term relationships with companies residing within the EU. The entire distribution chain is subject to financial regulation and the supervision of national authorities.

### **Our policies in practice**

As part of our commitment to combating modern slavery, Qudos Insurance A/S has implemented an Anti-Slavery policy in accordance with the Modern Slavery Act 2015.

### **Due diligence**

Qudos Insurance A/S is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain.

Our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains involve (where possible) building long standing relationships with suppliers and contractors who understand and are clear about the expected behaviours to:

- Establish and assess areas of potential risk in our business and supply chains
- Monitor potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Provide adequate protection for whistleblowers.

### **Further actions**

We are continually reviewing our procurement procedures and processes and will be introducing measures to ensure that our obligations under the Modern Slavery Act 2015 are passed through to our supply chain.

Employees and partners are required to read and comply with the Anti-Slavery policy, which helps employees and partners to understand the implications of slavery, identifying risk factors and assists with implementing the Policy effectively.

### **Our employees**

Our Code of Conduct requires Qudos Insurance A/S to promote a diverse and inclusive environment where everyone is treated with respect, free from discrimination and harassment. We are committed to fair and equal treatment, and provide equal opportunity for all individuals, regardless of age, race, ethnicity, nationality, gender, religion, sexual orientation, disability or any other class protected by law.

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All employees have access to an independent Whistleblowing Hotline, a confidential reporting tool run by an independent company, to report suspicions of illegal, improper or unethical acts in good faith without fear of retaliation, by phone or via a website.

### **Our supply chain and procurement processes**

To run our operations, we procure a wide range of goods and services, and we recognise and mitigate the supply chain risk that exists where our suppliers do not apply national or international legal and regulatory standards, or do not follow the principles set out in the UN Global Compact. We review existing strategic suppliers in periodic contract reviews.

### **Our clients and business transactions**

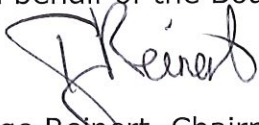
Our criteria for accepting new business relationships may lead us to exclude a company from our insurance transactions or investments. These criteria include human rights violations, forced labour and slavery. Qudos Insurance A/S excludes certain countries from its business that have particularly poor human rights records.

### **Approval**

The Board of Directors of Qudos Insurance A/S approved this statement at its meeting of 30 April 2018.

Copenhagen, 10.9.2018

On behalf of the Board of Directors:



Tage Reinert, Chairman



Robert Thornedahl, Managing Director