

## Slavery & Human Trafficking Statement

Slavery, forced labour and human trafficking have no place in a modern society. Berkshire Hathaway International Insurance Limited (“BHIL”) takes seriously its responsibility to ensure that there is no modern slavery or human trafficking in our supply chain or in any part of our business and this statement constitutes our compliance pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending December 2020.

### Organisational Structure

BHIL is a private limited company incorporated in England and Wales. The company is a wholly owned subsidiary of National Indemnity Company, an insurance company incorporated in Nebraska USA and is part of the Berkshire Hathaway Inc group of companies. BHIL operates from its head office in London and has branches in Germany, Switzerland and Italy.

### Our Business

Our business consists of the underwriting of insurance and reinsurance business and associated policy and claims management.

### Our supply chains

The nature of business is such that the BHIL supply chain is limited. BHIL does not act as a producer, manufacturer or retailer of physical goods and has no supply chain in support of such activity. BHIL outsources to certain reputable professional companies in support of its underwriting and claims activities and uses services for the maintenance and support of its offices including reputable cleaning service suppliers.

### Anti-Slavery Policy

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to being a responsible business which operates ethically and with integrity across all aspects of our operations, including our supplier relationships. We support human rights and anti-corruption and we also have an established Whistleblowing Policy.

### Due Diligence

BHIL has a range of policies and procedures for risk mitigation (including the risk of human trafficking and slavery) including

- Whistleblowing
- Anti-Bribery
- Anti-Money laundering
- Outsourcing

All our suppliers are expected to implement a zero tolerance approach to slavery, forced labour and human trafficking and comply with all local and national laws and regulations. We have introduced procedures designed to identify and assess areas of potential risk:

- Our procurement processes review details of every new supplier's compliance assessed through our Outsource Policy and Risk Assessment;
- Existing suppliers are subject to annual review and asked to provide confirmation that they have reviewed their business operations and their supply chains for evidence of any instances of slavery, forced labour or human trafficking;

### Employees

Our Human Resources team is available to employees with regard to any aspects of the terms and conditions of their employment. Our policies and procedures are designed to ensure that we are supportive to our employees at all times. Employees working in our business have their rights and responsibilities set out in their contract of employment and in the Employee Handbook.

### Approval

This Slavery and Human Trafficking Statement was approved by the Board of Directors on 1<sup>st</sup> April 2021.



Christopher Colahan

Chief Executive Officer