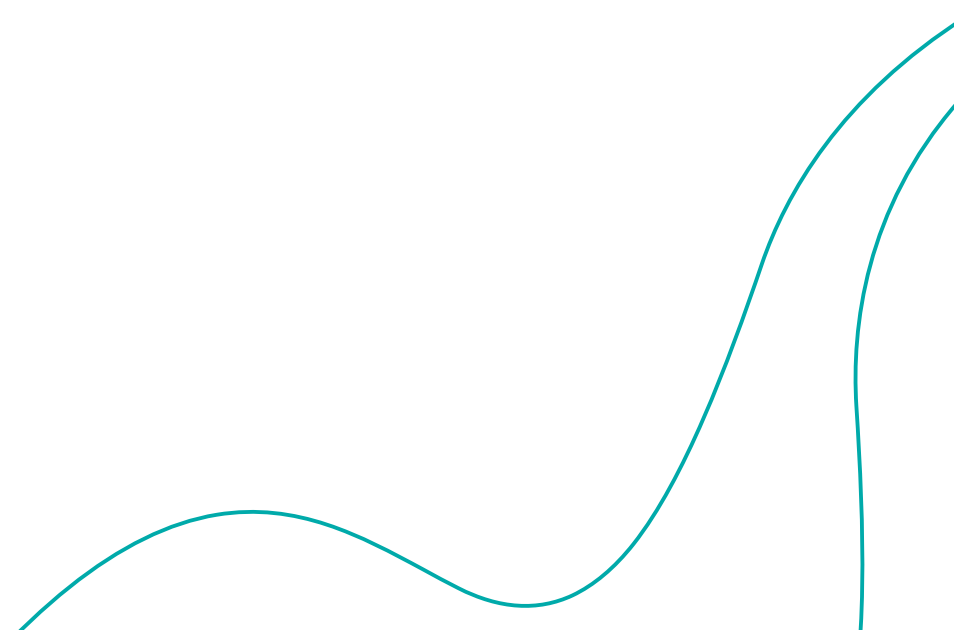


Specialist Risk Group Supplier Code of Conduct

**DIFFICULT.
DONE WELL.**

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Specialist Risk Group Supplier Code of Conduct

Specialist Risk Group (SRG) is a leading group of insurance brokers and MGAs. Together with our clients, business partners and suppliers we are working to make the insurance market more sustainable, resilient and inclusive. We are committed to the highest professional standards and ethics, and we expect the same high standards from the suppliers we work with.

Our commitment is to work collaboratively with our supply chain partners towards a responsible business approach; in cases where a supplier is unable to fully adhere to this Code, they should notify us as soon as possible and we will work together to develop a way forward.

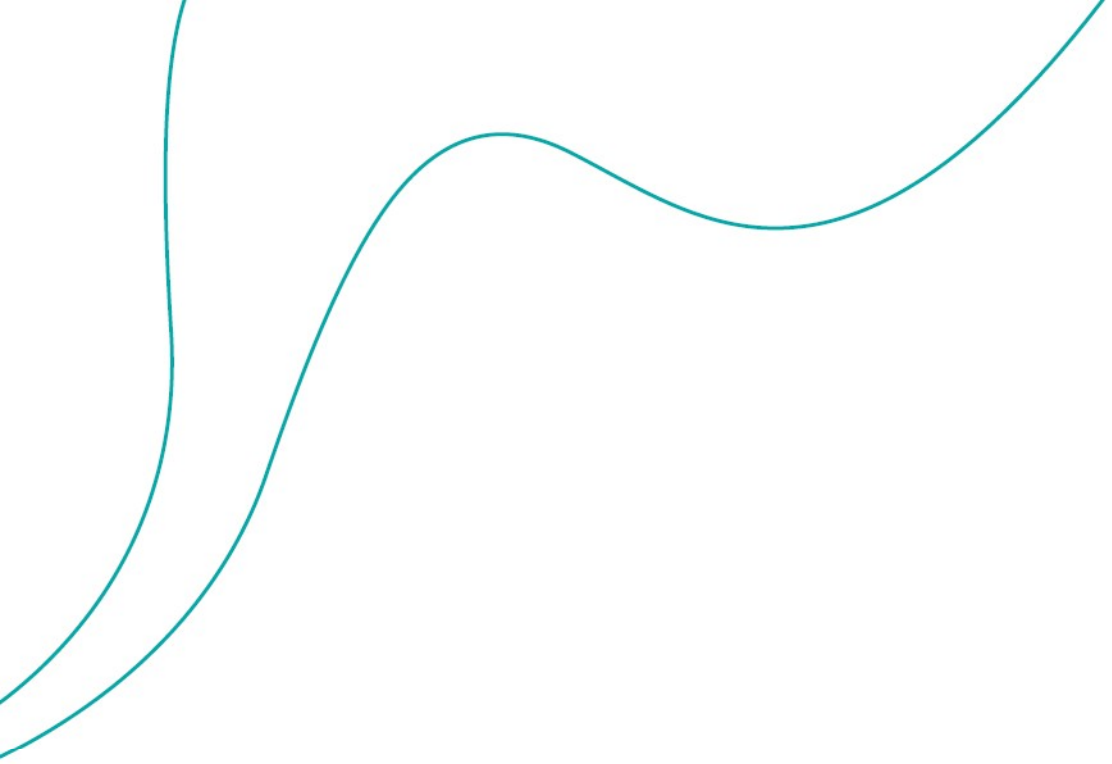
We require our suppliers to:

- take a pro-active approach and have robust ESG initiatives in place, appropriate to the size and nature of their operation
- Promote an inclusive culture for all and embrace diversity in the workplace supported by policies and initiatives appropriate to the size and nature of their operation
- Operate an equal opportunities policy and adhere to all local employment legislation
- adhere to local laws and regulations around the prevention of financial crime fraud, bribery and corruption and, tax evasion, accompanied by relevant policy(ies)
- have measures to prevent, detect, and report suspicious activity with appropriate governance, training and oversight mechanisms
- have a written environmental/sustainability policy or equivalent, appropriate to the size and nature of their operation
- have a commitment to anti-slavery and compliance with the requirements of the Modern Slavery Act 2015, or equivalent, accompanied by relevant policy(ies)
- provide a safe working environment, abiding by national Health and Safety laws
- be compliant with any applicable national wage and working hour laws
- have mechanisms to enable individuals to raise concerns relating to wrongdoing or malpractice at work such as a Whistleblowing policy appropriate to the size and nature of their operation
- have measures in place to assess internal data security capabilities and to manage cyber risk
- ensure all products and services that involve data are provided in a secure and ethically responsible way, ensuring compliance with all data protection regulations and information security controls and regulatory requirements in the jurisdictions where data is processed

We may from time-to-time request evidence from our suppliers during the on-boarding process that they meet the above requirements.

Policy Changes

SRG will periodically review this code and make revisions when needed, which suppliers will be required to adopt. Any changes will be communicated to suppliers.



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