

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 by Fuzzy Insurance and constitutes the Companies slavery and human trafficking statement for the current financial year. This statement was approved by the Companies Board on 12th December 2023.

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business, including in our supply chains. We are resolved to act ethically and with integrity in all our business relationships and are committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

We have a Code of Conduct which include values that everyone at Fuzzy Insurance is required to adhere to and employees are expected to report their concerns and management to act upon them. These values include being fair to everyone who works for us and with us.

1. KEY PARTNERS AND SUPPLY CHAIN

Fuzzy Insurance works with several key partners and suppliers including a number of major insurers who are members of our broking panel, software houses and premium finance companies. We have zero tolerance to slavery and human trafficking, and we expect the same approach from all of our partners and suppliers. We encourage our partners and suppliers to take the same ethical approach to business as we do. We seek to include provisions in our contracts with key partners and suppliers that they will adhere to all legal requirements regarding modern slavery and human trafficking.

2. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We have implemented internal policies and processes to ensure compliance with legislation and best practice, including the following:

- Anti-harassment and Bullying Policy
- Equality and Diversity Policy
- Code of Conduct
- Anti-Bribery and Corruption
- Health & Safety Policy
- Whistleblowing Policy
- Recruitment checks - Employment References and checks
- Procurement Policy

These policies encourage ethical behaviour and respect for human rights throughout our organisation and supply chain. Policy compliance is monitored by our senior management team and the Board.

3. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We conduct ongoing due diligence on our panel of insurers which is reviewed by Senior Management Team and request all firms to provide a copy of their Modern Slavery Policy as part of due diligence.

We have in place systems for staff to report any concerns and to protect whistleblowers.

As part of our ongoing compliance and risk monitoring exercises, both internally within the group and in relation to monitoring third parties, we are committed to maintaining the current standard of due diligence on our suppliers and provide staff with avenues to report concerns. We can take steps to mitigate the risk of slavery and human trafficking occurring in our business, supply chains and monitor on an ongoing basis. We aim to achieve greater transparency, by being open and clear in the way we communicate in our reporting, including our modern slavery statement.

4. SUPPLIER ADHERENCE

We have zero tolerance of slavery and human trafficking, and we expect the same approach from all of our partners and suppliers. We encourage our partners and suppliers to take the same ethical approach to business as we do. We include provisions in our key contracts that our partners and suppliers should adhere to our policies.

All suppliers are required to complete our due diligence questionnaire, confirm that they comply with modern slavery laws and provide a copy of their modern slavery policy and/or statement.

5. TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking our staff undertake annual, mandatory training. We also provide our staff with access to www.antislavery.org so they understand the key provisions of the Modern Slavery Act, how to recognise slavery practices and report them to the police or local enforcement bodies.

6. OUR EFFECTIVENESS IN COMBATTING SLAVERY AND HUMAN TRAFFICKING

As a regulated business, we maintain a high standard of risk management, auditing and compliance monitoring in order to protect our customers. We apply the same standards to ensuring that we conduct business ethically, including combatting slavery and human trafficking.