

Modern Slavery and human trafficking statement for financial year ending 31 December 2022

Organisation Structure

Brown & Brown Insurance Brokers (UK) Ltd is registered in England and Wales under company registration number 8613882. Registered office: 7th Floor 55 Mark Lane, London, EC3R 7NE.

Brown & Brown Insurance Brokers (UK) Ltd has a number of subsidiaries and is one of the largest independent insurance intermediaries in the UK – details of all subsidiaries can be provided on request.

This statement covers the activities of the Brown & Brown Insurance Brokers (UK) Ltd which is headquartered in London and has over 2600 teammates in subsidiaries within the United Kingdom and Republic of Ireland. As at the financial year end 31 December 2022 Brown & Brown Insurance Brokers (UK) Ltd did not have any subsidiaries or teammates based in other territories.

In July 2022, GRP was acquired by Brown & Brown, Inc. Brown & Brown, Inc. delivers risk management solutions to help protect and preserve what customers value most. Its four business segments—Retail, National Programs, Wholesale Brokerage and Services—offer a wide range of insurance solutions and services for businesses, government institutions, professional organizations, trade associations, families and individuals. They have a strong, deeply rooted cultural foundation built on integrity, innovation, superior capabilities and discipline.

Our Commitment

Brown & Brown Insurance Brokers (UK) Ltd is committed to conducting its business in a fair, honest and open manner in compliance with all relevant laws and regulations. We seek to promote appropriate behaviour across all aspects of our business operations whilst ensuring fair and consistent outcomes for our stakeholders.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited. Brown & Brown Insurance Brokers (UK) Ltd is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

Our Supply Chains

Brown & Brown Insurance Brokers (UK) Ltd performs an important role in the insurance distribution chain dealing with its end customers, brokers, underwriting agents, insurers and other insurance market participants. We also deal with providers of other services necessary to run our business effectively such as IT providers.

Risk Assessment

We believe that we are at low risk of human trafficking and slavery occurring within our business or supply chain. Our operations are primarily office based requiring skilled teammates, in a heavily regulated sector and mostly in the UK. We do not have a supply chain that is reliant on factories or other entities that would normally be associated with slavery or forced labour. As a general rule, contractors and suppliers used by us are also not considered likely to be susceptible to this risk.

Due Diligence and Contracting Process

Teammates responsible for managing suppliers and other firms involved with Brown & Brown Insurance Brokers (UK) Ltd ensure that our values and ideals are upheld in third parties. We continue to ensure that our contracts include appropriate protections and serious violations by suppliers would lead to the termination of the business relationship.

Relevant Policies

Brown & Brown Insurance Brokers (UK) Ltd operates a number of policies that mitigate the risk of modern slavery and set out steps to be taken to prevent slavery and human trafficking in its operations.

Colleague Code of Conduct

Brown & Brown Insurance Brokers (UK) Ltd prides itself on being open and informative with regards to employment. We are intent on advancing equality and diversity within all our key activities and believe this to be ethically right and socially responsible. Equality and diversity are essential factors that contribute to the strength and continued growth of any business. Our Code of Conduct is contained within the colleague handbook and is accessible to all teammates.

Whistleblowing Policy

We aim to ensure that all individuals working within the business feel comfortable to raise concerns and challenge poor practices and behaviours related to direct activities or in our supply chains.

This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Whistleblowing Policy is designed to make it easy for individuals to make disclosures, without fear of reprisal and includes reference to external bodies. We provide our teammates with access to an independent confidential helpline for those that wish to raise a concern. Whistleblowing posters are displayed in all premises.

All teammates undertake training on Whistleblowing.

Recruitment and Selection Policy

We use only specified, reputable employment agencies to source labour. All subsidiaries ensure appropriate controls are in place to ensure teammates have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas and passports.

We do not employ individuals that would be considered to be 'child workers'. Young and inexperienced workers may be employed or given work experience, but they are subject to the rights and protections that we afford all workers.

Basic rights which we expect all teammates to enjoy, include:

- ✓ The right to a reasonable wage
- ✓ The right to a safe working environment
- ✓ The right to an appropriate level of holiday and cover for period of sickness
- ✓ The freedom to complain directly via our Whistleblowing Policy free of charge.

Training Policy

All teammates undertake a Modern Slavery training course when joining Brown & Brown Insurance Brokers (UK) Ltd to ensure that there is appropriate awareness within the business.

Internal Audit

All Brown & Brown Insurance Brokers (UK) Ltd subsidiaries are subject to periodic audits. Core audit work will include an assessment of the basic working conditions of our teammates.

Corporate social responsibility

We recognise that our business doesn't exist in isolation nor is it simply a way of making money. We recognise that our teammates depend on our business being successful, that customers, suppliers and the local community are all affected by our business and what we do and the way in which we do it.

We work to understand the impact that Brown & Brown Insurance Brokers (UK) Ltd has on the wider world and consider at all times, how we can use this impact in a positive way. We adopt a responsible attitude, often going beyond the minimum legal requirements and working to minimise any negative impact our business may have.

We have in place a Teammate Assistance Programme (including access to GP and counselling services). An annual engagement survey has been deployed and we actively focus on the wellbeing of our teammates and continually identify areas for improvement. We are creating a network of trained Mental Health First Aiders and promote a flexible benefits platform including various benefits to support the mental and physical health of our teammates and their families.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Brown & Brown Insurance Brokers (UK) Ltd slavery and human trafficking statement for the financial year ending **31 December 2022**. This statement has been approved by the Brown & Brown Insurance Brokers (UK) Ltd Board of Directors, who will review and update it annually.

Mike Bruce
Chief Executive