

## **SCOR Group Statement on Slavery and Human Trafficking pursuant to the United Kingdom Modern Slavery Act**

### **Scope**

This Statement is made pursuant to Section 54 (1) of the UK's Modern Slavery Act ("Act") and constitutes the SCOR Group's ("SCOR") Slavery and Human Trafficking Statement for the financial year ending 31 December 2016.

Although not all SCOR companies are subject to the Act, this SCOR group-wide Statement has been issued by SCOR SE to demonstrate SCOR's commitment to human rights and ethical behaviour.

### **Structure and Organisation**

SCOR is a leading global reinsurer organised around two main businesses, Property and Casualty (re)insurance and Life (re)insurance, plus an asset management business, SCOR Investment Partners. The Group is active in reinsurance markets globally, operating primarily through subsidiaries or branches throughout much of Europe, the Americas and Asia, and in some markets in Africa. In some locations SCOR operates as an insurer as well.

### **Nature of Our Business**

The reinsurance business is a highly regulated, business-to-business financial services industry. It requires significant capital resources and utilizes a highly skilled and educated workforce. Most aspects of the reinsurance business are performed with the Company's internal resources, however some aspects of producing, evaluating and managing reinsurance business may be performed by collaborative business partners. In particular, these may include reinsurance brokers, consulting companies or managing general agents/underwriters. In many instances these collaborative business partners are also regulated entities, however in all instances they utilize an educated and skilled workforce similar to our Company. As

such, SCOR does not have a "supply chain" in the same manner as a manufacturing or construction entity, nor does it employ manual, seasonal or unskilled labor as a mining, agriculture or domestic services entity may. Nevertheless, SCOR takes these matters very seriously and is committed to preventing slavery and/or human trafficking in conjunction with its business.

### **Policies and Approach**

SCOR has a zero tolerance approach to all forms of illegal or unethical behaviour, including but not limited to slavery and human trafficking.

- SCOR's Code of Conduct establishes a "tone at the top" with the expectation that employees will know and understand the importance of compliance with all laws and regulations, conducting due diligence on business partners, refraining from all forms of bribery and influence peddling, and the proper and ethical treatment of employees so they remain free from all forms of discrimination and any other abusive conduct.

These corporate values are reinforced with both live and web-based training.

- SCOR's Corporate Social Responsibility approach describes as part of its core values the concept of Empowerment of people, which includes professional equality amongst employees.
- SCOR is a member of the United Nations Global Compact with its Ten Principles which relate to human rights, labour, environment, and anti-corruption.

- SCOR operates a Guideline for Reporting Concerns (sometimes called “whistleblowing”) throughout the Group, which encourages staff to report any suspected or actual wrongdoing conduct in violation of applicable laws and regulations.

#### **Our Supply Chain and Due Diligence Process**

As previously described, due to the nature of our business, our workforce and our collaborative business relationships, we believe that there is a low risk of slavery and human trafficking in our business and in the flow of our business from our clients to us. Other suppliers are limited to provision of business services (e.g. office facilities, information technology, office supplies, etc.).

There is a Group Outsourcing Policy which sets out the basic information requirements

needed when entering into a material outsourcing arrangement.

Within the Policy there is a requirement that each Outsource Agreement confirms that they comply with all applicable laws and regulations.

#### **Next Steps**

All staff will be made aware of this Statement to help raise awareness of modern slavery.

#### **Governance**

This Statement has been reviewed by senior management. It will be reviewed annually and updated as required.

#### **Approval**

This Statement was approved by the SCOR SE Board Directors on April 27<sup>th</sup>, 2017 and ratified by The Channel Managing Agency Limited Board on May 8<sup>th</sup> 2017.