

HDI Global SE's Modern Slavery and Human Trafficking Statement made pursuant to section 54 (1) of the Modern Slavery Act 2015 ("MSA 2015").

Organisation Structure, its business and supply chains

HDI Global SE is a leading provider of industrial insurance with a global presence. As a member of the international (re)insurance group Talanx, HDI Global SE adheres to the group-wide obligations towards its employees and business partners and conducts its global business with respect for, and strict observance of, human rights in all applicable laws, conventions, and regulations worldwide. HDI Global SE conducts business in the UK and on an international scale. As a result of HDi Global SE supplying services in the UK, it must produce an annual statement of steps taken to address slavery and human trafficking.

Policies and Processes

To ensure its continuing commitment to preventing human rights violations occurring within its supply chain, HDI Global SE requires its employees to comply with a Code of Conduct which gives concrete form to the company's values and explains the standards of conduct expected from its employees.

HDI Global SE employs, as part of a Talanx Group initiative, the [BKMS Whistleblower System](#). This system allows employees and business partners to report certain serious breaches of law in an anonymous way. Following any report of modern slavery within our supply chains, and if required, HDI Global SE will take appropriate action and prevent further damage, including addressing any modern slavery concerns with the relevant supplier and endeavour to agree on a remediation action plan, where appropriate. Contravention of laws and acts can also be made known to the compliance officers of HDI Global SE.

Due Diligence Processes

HDI Global SE also uses its Code of Conduct for Business Partners to instruct its conduct and due diligence requirements before engaging with suppliers and service providers, thereby ensuring that it engages only with business partners with same conviction and commitment to preventing human rights violations in whatever form.

HDI Global SE is aware that having diligent recruitment procedures is an important part of combating slavery and human trafficking incidents within the UK. To address this, HDi Global SE uses pre-employment residency checks to ensure the legitimacy of its employees' right to work in the UK. In relation to working conditions of its employees, HDI Global SE has a Diversity, Equity and Inclusion Committee that works on initiatives to ensure its employees experience a progressive environment of inclusion. To measure the success of such initiatives, HDI Global SE fosters a culture of feedback from its employees in the form of regular culture surveys and 1-1 meetings between line managers and direct reports to ensure it is meeting the workplace culture expectations of its workforce.

Training

The HDI Global SE Compliance department is available to all employees for queries and training in relation to any of its policies and processes associated with detecting and mitigating against the risk that HDI Global SE or its suppliers breach any modern slavery laws.

These policies form part of a range of other internal rules and regulations which underscore the Talanx group's commitment to high standards. This statement constitutes HDI Global SE's anti-slavery and human trafficking statement for the financial year ending 31 December 2023.

This statement has been approved on behalf of the HDI Global SE Executive Board for the financial year ending 31 December 2023 and will be reviewed and updated annually.



25.06.24

David Hullin, Executive Board Member