

Modern Slavery Act Statement 2025/2026

Introduction: Nathan Adams, Chief People Officer, Lloyd's

We support the principles set out in the United Nations Universal Declaration of Human Rights and the International Labour Organisation core labour standards.

We recognise that modern slavery is a crime and a violation of fundamental human rights. It can take various forms including: slavery, servitude, forced and compulsory labour and human trafficking. Lloyd's has a zero-tolerance approach to modern slavery, and we are committed to being a responsible business in all our dealings and relationships; this includes improving business practices, systems and controls to combat slavery and human trafficking.

About Lloyd's

Lloyd's is the world's leading insurance and reinsurance marketplace.

Lloyd's is the most flexible and efficient insurance marketplace in the world, uniquely structured to connect the global insurance ecosystem. We are committed to bringing together risk takers to protect and advance global progress and economic growth.

From its inception more than 300 years ago, Lloyd's has been a market of firsts - helping global commerce flourish by allowing risk to be pooled and shared. It has developed into a key pillar of risk management in the global financial system. Lloyd's has consistently turned emerging threats into insurable realities – from shipping and aviation, space and cyber, to renewable energy and storage. The risks have changed over the years. But our fundamental principle - helping people, organisations and businesses move forward boldly and with confidence – has not.

For further information about Lloyd's, please visit lloyds.com.

Our supply chain

We work collaboratively with our supply chain partners to uphold high standards of conduct around safe working conditions, treating workers with dignity and respect and acting fairly and ethically.

Supplier due diligence

The Corporation's suppliers are engaged in accordance with Lloyd's Group Procurement Policy framework, governing the full supplier lifecycle. This clearly articulates all requirements for the sourcing, selection, onboarding and ongoing management of all Lloyd's suppliers.

Essential to this is the vetting of new suppliers, including analysis of the risks associated with the goods/services they are providing plus the requirement to perform regular reviews of our most critical supplier relationships.

Through our supplier onboarding process, all suppliers are subject to formal assessment that includes a requirement to attest to Lloyd's Supplier Code of Conduct or provide their own framework/policies that demonstrate equivalency. Our Supplier Code of Conduct sets out the standards of conduct which all suppliers and any supplier sub-contractors should comply with. This includes the expectations and evidence requirements for, financial crime, environmental, diversity and inclusion, data privacy and labour laws.

Suppliers must make a commitment to anti-slavery and comply with the requirements of the [Modern Slavery Act 2015](#). They should take appropriate steps to identify and reduce any risks of child labour, provide a safe working environment and abide by national health and safety laws. They must comply with all applicable national wage and

working hour laws and provide a mechanism to employees to enable individuals to raise concerns relating to wrongdoing or malpractice.

Colleagues

We respect the dignity and rights of each individual who works for us and with us. This also extends to the employees of suppliers working on our sites, where we have proactively sought to improve their living standards, for example in the UK through the Living Wage Foundation.

Our UK and International Employee handbooks, apply to all colleagues within their respective jurisdictions, covers working at Lloyd's, and our behaviours.

The handbooks cover topics such as anti-bullying and harassment; diversity and inclusion; social media and drug and alcohol use, which applies to all colleagues, job applicants, consultants, temporary and third-party workers.

This is supported by our Global Compliance policy which outlines the various whistleblowing protocols in place, with multiple channels to report in confidence and anonymously should any employee have concerns.

Members of the Lloyd's market can use the confidential [Safe call whistleblowing website](#). if there are any genuine concerns about any wrongdoing or breaches of law, these concerns can be raised in confidence without fear of disciplinary action.

Our progress

Our approach to the implementation of the Modern Slavery Act 2015 is progressive and ever evolving, some of the key initiatives are:

- Continuous improvement to our supplier onboarding process to ensure crucial due diligence is conducted.
- Review of our supply chain, triaging sectors by [Alliance Bernstein's Framework for Mapping Modern Slavery Risk](#) and territories by the [2023 Global Slavery Index government response metric](#). From this analysis, there was no supplier in both a high-risk sector and high-risk territory for modern slavery.
- Diversity and Inclusion survey sent to all in scope suppliers and questions were also added to our supplier business assessment.
- Regular review of our supplier contract templates to ensure that they remain fit for purpose.
- Regular updates to Lloyd's Supplier Code of Conduct.
- Improved dashboard reporting to drive transparency.
- Identified areas within our online training portfolio to be developed into e-learning to further raise awareness of modern slavery and human trafficking.

Next steps

We will continue to review our supply chain policies and protocols, developing specific measures to ensure that our obligations under the Modern Slavery Act 2015 are disseminated through our supply chain. These measures will include:

- Continuing to identify new ways to strengthen our procurement processes.
- Continuing to safeguard whistleblowers as outlined in the Global Compliance policy.
- Regular reviews of our procurement strategy to ensure responsible sourcing and commitments.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Corporation of Lloyd's slavery and human trafficking statement for the financial year ending 31 December 2025.

A handwritten signature in black ink, consisting of a large, rounded initial 'N' followed by several vertical strokes and a trailing line.

Nathan Adams, Chief People Officer

March 2026