

Human Rights and Modern Slavery Policy

Our commitment

Human rights are universal rights and freedoms inherent to all people, reflecting the dignity and worth of every individual. Modern slavery is an umbrella term covering slavery, servitude, forced or compulsory labour, and human trafficking, where individuals are exploited and unable to refuse or leave their situation due to coercion, threats, deception, or abuse of vulnerability.

Beazley seeks to conduct business in a manner that supports and respects internationally recognised human rights standards, including the UN International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. As a signatory to the UN Global Compact and UN PRI, these frameworks inform our approach. We do not tolerate modern slavery, forced labour, child labour or human trafficking.

Purpose

This document covers:

- Beazley's commitment to respecting human rights.
- Beazley's approach to identifying, escalating and reducing human rights and modern slavery risks.

Scope

This policy applies to all Beazley employees, contractors and third parties undertaking activities on our behalf.

Governance

Beazley's sustainability strategy is overseen by the Board and Executive Committee, with the Responsible Business Committee accountable for delivery and monitoring progress. The Committee, chaired by the CEO, meets monthly and provides regular updates to the Executive Committee and Board.

Beazley operates a three-platform model encompassing Wholesale, North America and Europe. While each platform is responsible for delivering business objectives within its region, they are governed by the group-wide approach to human rights. This structure ensures that human rights considerations are consistently applied across all markets and that regional operations align with Beazley's overarching sustainability and governance expectations.

The Head of Sustainability leads reporting on human rights. Other senior leaders with responsibility for identifying and addressing human rights impacts in this steering group include the Head of Procurement, Risk Management and Responsible Investments. Relevant teams own processes to identify, assess and reduce risks across workforce, procurement, investments and customers.

Identifying potential human rights risks

Human rights considerations are embedded across our organisation, including labour rights, non-discrimination, privacy and freedom of association. Risks are identified through due diligence, monitoring and available feedback mechanisms including whistleblowing. Beazley complies with the UK Modern Slavery Act and publishes an annual statement.

Individual responsibilities

All employees, contractors and third parties must conduct appropriate due diligence, seek to reduce risks and address concerns where they arise.

Grievances, whistleblowing and remediation

Beazley promotes a Speak Up culture that encourages openness and accountability. Employees, contractors and third parties can raise concerns, including harassment, discrimination, wrongdoing, malpractice, danger, or human rights issues, without fear of retaliation.

Multiple internal channels are available, including line managers, senior managers and People & Sustainability Business Partners. Under the Whistleblowing Policy, concerns may also be raised directly with the Whistleblowing Group, which includes senior representatives from Internal Audit, People &

Sustainability, and Compliance. Beazley has an independent whistleblowing and harassment reporting line operated by Safecall, providing another reporting route.

Beazley commits to investigate all claims thoroughly and fairly, and strictly prohibits retaliation against anyone who raises a concern or participates in an investigation in good faith.

Where issues are identified, Beazley will take a tailored approach to remediation, involving the relevant senior leaders and escalating matters to appropriate committees, including the Responsible Business Committee, Operations Committee, Executive Committee or Board where necessary.

Workforce

We identify potential risks through mechanisms including right-to-work checks, salary reviews, health and safety reporting and grievance processes. Feedback is also gathered through surveys and employee networks.

We uphold equality and non-discrimination through our [Inclusion & Diversity Policy](#) and mandatory Dignity and Respect training. We maintain a safe working environment through health, safety and wellbeing initiatives, supported by inclusive benefits and Employee Assistance Programmes.

We comply with applicable labour laws, benchmark salaries annually and are a UK Living Wage Employer. Our annual salary benchmarking process runs against the UK Living Wage to ensure no employees fall within the 10% We respect rights to join trade unions and comply with collective agreements where required. Data privacy measures are set out in our Data Protection Policy, Privacy Notice and Information Security Policy.

Investments

Beazley's [Responsible Investment Policy](#) sets out our approach to checking compliance with internationally recognised norms and standards for sustainable business practices and human rights protections.

Companies we invest in are assessed on whether they are violating, or are at risk of violating one or more UN Global Compact principles. Any company assessed to be in violation is excluded from our Approved Issuer List, which is updated quarterly.

Supply chain

We assess all third-party vendor relationships using risk-based methodologies, with enhanced due diligence for higher-risk vendors and ongoing monitoring. Expectations relating to human rights and modern slavery are set through our [Vendor Code of Conduct](#) and reflected in procurement processes.

Community

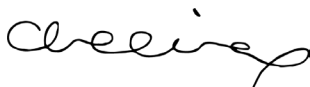
Through the Beazley Foundation, we support communities and contribute to advancing human rights beyond our core business activities.

Monitoring

We monitor effectiveness through grievance and whistleblowing reporting, feedback, performance contract reviews, audits and training completion.

Policies and procedures

This Policy is supported by: Whistleblowing Policy; Financial Crime Policy; Anti-Harassment Policies; Code of Conduct; Data Protection and Privacy Notice; Inclusion & Diversity Policy; Responsible Investment Policy; Health and Safety Policy; Procurement Policy; Information Security Policy; Modern Slavery Act statement; and Vendor Code of Conduct.



Adrian Cox
Chief Executive Officer
Beazley Group
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