

# Modern Slavery Statement

This statement sets out the steps that Canopus has taken to seek to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

## **Our business**

The Canopus group provides global specialty lines of insurance and reinsurance with a major presence at Lloyd's of London (the specialist insurance market provider). The group's financial year-end is 31 December.

The Group parent company, Canopus Group Limited, is domiciled in Jersey. The Canopus group operates in the UK, Bermuda, USA, Singapore and Australia.

This Modern Slavery Statement is submitted by Canopus Managing Agents Limited (CMA) as the reporting entity under the Commonwealth Modern Slavery Act 2018. CMA is part of the Canopus Group and is the UK registered managing agent for Lloyd's Syndicate 4444 and 44. This statement covers the Australian operations and supply chains of the reporting entity, including Canopus Australia & Pacific.

Canopus Australia & Pacific operates as a Lloyd's of London approved Service Company, acting for and on behalf of Syndicate 4444 (which is managed by CMA). CMA's operations in Australia are regulated in the UK, by the PRA and the FCA and in Australia, by the APRA and the ASIC, where applicable.

## **Our approach**

As a group with companies regulated in Australia and elsewhere, we always work to the highest professional standards and comply with all laws and regulations applicable to our business. We expect the same high standards from those parties with whom we engage and we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains.

## **Risk**

We work to embed a robust risk management framework throughout our operations to ensure we effectively analyse and manage the risks to our business. Whilst we believe that there is a low risk of slavery and human trafficking being directly connected with our business, our risk management processes include analysing the risk of inadvertently working with suppliers who do not share our commitment to anti-slavery and human trafficking.

## **Policies**

Canopus has a suite of group policies which cover a number of areas, including:

- HR;
- Compliance;
- Corporate governance and responsibility;
- Internal audit;
- Procurement;
- Policies which set out requirements for contracting with third parties; and

- Whistleblowing.

These set out our expectations of the standards that our business should adhere to and the checks we undertake to ensure compliance with such standards.

### **Supplier Due Diligence**

Our suppliers provide a wide range of products and services that are required to maintain and support our business operations. As a specialist provider of insurance and reinsurance, our principal supply chains are not ones that would normally be associated with slavery or human trafficking. Our suppliers are partners in our business success and they are expected to comply with all local laws and regulations. We are firmly committed to ensuring that slavery or human trafficking does not exist within any part of our business or supply chain, and we continually work to improve our efforts to demonstrate this. In 2024 we successfully enhanced our supplier due diligence with additional questions related to modern slavery that we require new vendors to complete in line with best practice

Canopus takes a risk-based approach to due diligence, control monitoring and has a system of classifying all new, existing, and non-material third party arrangements based on risk/criticality and materiality. To further support this, our automated due diligence process includes questions aligned to the UN Global Compact Strategy and allows us to produce meaningful Management Information on all our suppliers. This helps to demonstrate compliance with modern slavery legislation throughout the supply chain.

### **Whistleblowing**

The company's Whistleblowing Policy is published on the company's intranet and accessible to all employees. We encourage workers and external parties to report their concerns about any malpractice. There are various ways to report concerns to the Canopus Whistleblowers' Champion, including a reporting form on the Canopus website. A review and update of the Whistleblowing Policy and procedures was successfully undertaken in 2025.

### **Remediation**

In addition to what is described above, we maintain reporting mechanisms that provide employees with further avenues to raise specific modern slavery-related concerns internally. These channels are designed to foster accessibility and trust, enabling early identification and resolution of potential issues. When modern slavery concerns are identified, each case is assessed individually and addressed in collaboration with relevant internal and external stakeholders.

### **Training**

Training is provided to all new joiners, which includes training on our Financial Crime and Whistleblowing policies. This training is also mandatory for all staff to complete on a yearly basis. This also includes Conduct Rules training. Additional Modern Slavery training is planned for 2025.

## **Declaration**

This Modern Slavery Statement 2024/2025 was approved by the Board of Directors of Canopus Managing Agents Limited (CMA) on 20th May 2025, as representative of the UK operating entities within the Canopus Group. Subsequently, following the May approval and the inclusion of non-material amendments to address the scope of the Australian requirements, the statement was adopted and approved by the Board of Directors of Canopus Australia & Pacific Limited (CAPL) on 12th September 2025. The Modern Slavery Statement will be approved on an annual basis, with each statement reflecting approval for the previous year.

A handwritten signature in black ink, appearing to read 'James Pearson', with a stylized, cursive script.

James Pearson  
Director of Canopus Managing Agent.