



Modern Slavery Statement – 2024

Everest International Reinsurance, Ltd.

This statement is made by Everest International Reinsurance, Ltd. ('EIR') (ABN: 45 672 987 334) pursuant to Australia's Modern Slavery Act 2018 (Cth) ('the Act') for the reporting period January 2024 to December 2024.

Organisation Structure

Everest Group, Ltd. is incorporated in Bermuda and is listed on the New York Stock Exchange. Everest Group, Ltd. ('Everest') is the holding company for a group of companies that provide insurance and reinsurance products and services.

EIR is a foreign registered entity in Australia and a regulated insurance company authorised by the Australian Prudential Regulation Authority to issue general insurance policies. EIR operates as a branch office in Australia using the trading name 'Everest Insurance Australia' and is part of the Everest group of companies.

Policies in relation to slavery and human trafficking

EIR is subject to a series of policies to enable best efforts in identifying and mitigating the risk of modern slavery and human trafficking, including:

- Everest's Ethics Guidelines and Index to Compliance Policies; and
- EIR's Whistleblowing Policy.

Operations & Supply Chains

Supply Chain

EIR's supply chain is limited, and the nature of our business activities is such that we consider that the risk of EIR becoming involved in the support or encouragement of slavery, human trafficking or forced labour to be low.

EIR uses the services of third-party companies for the maintenance and support of our office operations in Australia, such as cleaning and catering services.

EIR does not act as a producer, manufacturer or retailer of physical goods and has no supply chain in relation to such activities.

Actions Taken to Assess and Address Risk

Risk Management

EIR is committed to ensuring that slavery and human trafficking do not exist within any part of our business or our supply chains. Although we procure services from a wide range of suppliers who support us in the fulfilment of our business activities, we consider the exposure to slavery and human trafficking-related supply chain risk in our sector to be limited.

Prior to entering contracts with suppliers, an assessment is made of the supplier, the services provided, the returned due diligence, and the associated risk.

Due Diligence

EIR’s working practices respect and uphold all human rights for our partners, employees and contractors and have zero tolerance for slavery and human trafficking.

These working practices are embedded in EIR’s controls and oversight to ensure the engagement of third-party suppliers is in accordance with accepted business practices and principles. The appointment of a supplier requires a due diligence process to assess the suitability of the provider to deliver the service at the required standard and within agreed values and principles.

The due diligence process is kept under review to ensure the process remains appropriate and fit for purpose.

Employees

Everest maintains Ethics Guidelines and a range of Compliance Policies and Procedures. On an annual basis, all staff are required to complete an Ethics Questionnaire, attesting to the principles that are outlined in the Ethics Guidelines.

Staff at EIR have been made aware that engaging in any slavery-related activities would be a violation of Everest’s Ethics Guidelines and would expose the employee to disciplinary action, which may result in termination.

As part of Everest’s Whistleblowing Policy, staff are encouraged to report any issues or concerns about potential violation of human rights, legal or regulatory requirements, and improper unethical business practices such as fraud or bribery. Staff reporting any concerns or breaches of any policy are protected by the Whistleblowing Policy, where reports can be made on an anonymous basis.

Key performance indicators

Everest has established the below indicators to assess and report on the effectiveness of our actions in combatting modern slavery and human trafficking:

Number of cases reported through Whistleblowing channel relating to slavery or human trafficking in 2024	Nil
Ethics Guidelines Questionnaires completed by all staff in 2024	100%

Training

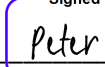
As part of their onboarding, all new staff are required to complete training on a wide range of topics within financial crime as well as conduct and ethics. This training must be completed by all staff on an ongoing basis, at least annually. EIR operates a zero-tolerance policy on non-completion of this training. [We have a specific module on Mandatory training – is it worth mentioning this?]

Development of this Statement

This Statement was developed in consultation with key stakeholders within the Everest Group including compliance, legal and third-party vendor management teams.

EIR's Board of Directors approved this statement, which constitutes EIR's Modern Slavery Statement for the financial year ending 31 December 2024.

Signed by:

Signed by:


Peter Bell, Chairman