



Berkshire Hathaway
Specialty Insurance

BHSI MODERN SLAVERY STATEMENT

REPORTING PERIOD ENDING – 31 DECEMBER 2021

The Australian branch of Berkshire Hathaway Specialty Insurance Company (“BHSIC”) is subject to the Modern Slavery Act 2018 (Cth) (the “Act”), which requires reporting entities subject to the Act to produce an annual modern slavery statement. This statement outlines how we, and our third-party supply chains, will ensure compliance with the requirements of the Act.

ABOUT BHSIC

BHSIC is a provider of general insurance and has a customer-first philosophy with Claims being our Product. BHSIC takes its responsibility seriously to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

BHSIC is a wholly owned subsidiary of National Indemnity Company, an insurance company incorporated in Nebraska USA, and is part of the Berkshire Hathaway Inc. group of companies which hold financial strength ratings of A++ from AM Best and AA+ from Standard & Poor’s. In Australia BHSIC operates as a Branch, with offices in Sydney, Melbourne, Brisbane, Perth and Adelaide.

Our business consists of the underwriting of insurance and associated policy and claims management for commercial property, casualty, healthcare professional liability, executive & professional lines, surety, marine, accident & health and multinational insurance.

OUR SUPPLY CHAINS

The nature of business is such that the BHSIC supply chains are limited. BHSIC outsources to certain reputable professional companies in support of its underwriting, claims and IT activities and uses services for the maintenance and support of its offices including reputable cleaning service suppliers. There are few consumer product manufacturers used in the usual course of our business. Occasional manufactured goods are acquired, for example, furniture when entering a new premises lease. All of these are considered part of the supply chains intrinsic to our insurance business.

POLICIES AND PROCEDURES

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our policies and procedures reflect our commitment to being a responsible business which operates ethically and with integrity across all aspects of our operations, including our supplier relationships.

BHSIC has a range of policies and procedures for risk mitigation (including the risk of human trafficking and slavery) including Whistleblowing, Anti-Bribery, Anti-Money laundering and Outsourcing.

DUE DILIGENCE

All our suppliers are expected to implement a zero-tolerance approach to slavery, forced labour and human trafficking and comply with all local and national laws and regulations including modern slavery obligations and risks which is covered in our supplier contracts.

Where sensible having regard to the nature of the services provided, and the size, complexity and duration of the provision of services, on-site visits to service providers are conducted prior to or at the commencement of an engagement, and periodically during the business relationship.

EMPLOYEES

Our Human Resources team is available to our employees (teammates) with regard to any aspects of the terms and conditions of their employment. Our policies and procedures, in particular our global Code of Business Conduct and Ethics policy, are all designed to ensure that we are supportive of our teammates at all times and conduct our business according to the highest standards of ethics and professional behaviour. Teammates working in our business have their rights and responsibilities set out in their contract of employment and in the Teammate Handbook.

TRAINING AND AWARENESS

All employees are responsible for adherence to BHSIC's policies that apply to their employment and for reporting any suspected breaches of law or our Code of Conduct. Training is provided on commencement of employment via a formal induction program and online modules and is supplemented by continuous online and awareness training.

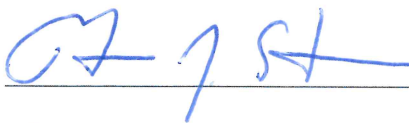
NEXT STEPS

We are committed to improving our policies and procedures and our efforts to identify and prevent modern slavery over time within our operations and supply chains. We intend to:

- Review, update and/or develop internal policies and procedures, including third party vendor framework documents to embed modern slavery commitments and to identify and assess areas of potential risk for our suppliers.
- Review and update our suppliers' contract obligations where required.
- Promote modern slavery awareness and deliver targeted modern slavery training for our teammates.
- Include modern slavery risks in compliance and risk frameworks for risk assessment and due diligence process reviews.
- Monitor developing modern slavery practices within the insurance industry to enable review and changes to our process if appropriate.

APPROVAL

This statement was approved by Senior Officer outside Australia Peter Eastwood in his role as principal governing body and responsible member of Berkshire Hathaway Specialty Insurance Company on 31 August 2022.



PETER EASTWOOD

Senior Officer outside Australia