

HANNOVER LIFE RE OF AUSTRALASIA LTD

MODERN SLAVERY STATEMENT

Hannover Life Re of Australasia Ltd recognises that Modern Slavery is all too common an occurrence and is dedicated to preventing Modern Slavery from taking place within its business and supply chains.

REPORTING ENTITY AND REPORTING PERIOD

1. This Modern Slavery Statement is made on behalf of Hannover Life Re of Australasia Ltd (ACN 062 395 484) (**HLR Aus**) pursuant to the *Modern Slavery Act 2018* (Cth) (**Act**) for the period 1 January 2023 to 31 December 2023.
2. This Statement sets out the actions taken by HLR Aus to address Modern Slavery risk across our business operations and supply chain.

HLR AUS'S STRUCTURE AND OPERATIONS

3. HLR Aus is a leading insurance and reinsurance provider in Australia and New Zealand which services superannuation funds, distribution partners, employers, and other insurers. It is part of the Hannover Re Group (**Group**).
4. To find out more about the nature of its business, please visit: <http://www.hannover-re.com.au>.

MODERN SLAVERY POLICY AND TRAINING

5. HLR Aus remains committed to managing and mitigating the risk of Modern Slavery in its supply chains or in any part of its business.
6. HLR Aus has developed its Modern Slavery Policy to reflect its commitment to acting ethically and with integrity in its business relationships and to implementing and enforcing effective systems and controls.
7. A copy of HLR Aus's Modern Slavery Policy can be found on its website: <http://www.hannover-re.com.au>
8. HLR Aus provides annual refresher training to its employees on its Modern Slavery Policy and training is also provided to new employees during their induction.

9. During the course of the next financial year, HLR Aus will continue to engage with its:

- employees and contractors; and
- suppliers and other third party business partners

to make them aware of HLR Aus's approach to combating Modern Slavery risk and their corresponding obligations.

DUE DILIGENCE PROCESSES FOR MODERN SLAVERY

10. As explained in further detail below, HLR Aus has in place systems to:

- assess and monitor areas of potential Modern Slavery risk in our business and supply chains;
- reduce or mitigate the risks of Modern Slavery occurring in our business and supply chains; and
- provide adequate protection for whistleblowers.

MODERN SLAVERY RISK

Risk Profile of HLR Aus's Business Operations

11. Having reviewed our existing risk analysis of our business operations, HLR Aus considers that its operations continue to present a low level of Modern Slavery risk given the nature of the business undertaken, the operating locations and the regulatory environment.

12. All HLR Aus employees are based in Australia and the company adheres to Australian employment law obligations including those around payment of wages, working hours and work, health and safety.

Risk Profile of HLR Aus's Supply Chain and Third-Party Business Partners

13. HLR Aus has completed a Modern Slavery risk assessment of its supply chain and third-party business partners.

14. HLR Aus's risk assessment involved the identification of certain attributes of these business partners and applying a risk matrix to determine the business partner's perceived level of modern slavery risk as being either high, medium or low.

15. HLR Aus has determined that the majority of its business partners continue to present low levels of modern slavery risk.

ACTIONS TAKEN IN ADDRESSING HLR AUS'S MODERN SLAVERY RISK

Policies and Procedures

16. HLR Aus works to maintain high ethical standards in our business through implementation of relevant policies such as our Code of Conduct, Whistle-blower Policy and its Modern Slavery Policy.

17. HLR Aus is continually looking to improve our approach to managing Modern Slavery risk. This includes the inclusion of Modern Slavery provisions within contractual terms, the implementation of a Procurement Policy and Third-Party Supplier Management Policy and enhancement to its Supplier Due Diligence questionnaire. Along with this, HLR Aus is looking to establish a Third-Party Code of Conduct and an annual supplier attestation which will include Modern Slavery questions.

CONSULTATION AND APPROVAL

18. For the purposes of consultation, HLR Aus has no entities which it owns or controls.

This statement is made in accordance with the *Modern Slavery Act 2018* (Cth) and constitutes HLR Aus's Modern Slavery Statement for the financial year commencing 1 January 2023 to 31 December 2023.

19. This statement was approved on 20 June 2024 by the Board of HLR Aus.



Gerd Obertopp
Managing Director
Date: 24 June 2024