



SCOR Australia Statement on Slavery and Human Trafficking pursuant to the Australia Modern Slavery Act 2018

Scope

This Statement is made pursuant to Section 14 of the Australian Modern Slavery Act 2018 (the "Act") and constitutes the SCOR Global Life Australia Pty Limited's and SCOR Reinsurance Asia Pacific Pte. Ltd. Australian Branch's ("SCOR") Slavery and Human Trafficking Statement for the financial year ending 31 December 2023.

The Statement covers all insurance and reinsurance regulated entities and their associated service and holding companies within SCOR including, but not limited to, the companies based or operating in Australia (in particular, SCOR Global Life Australia Pty Limited and SCOR Reinsurance Asia-Pacific Pte. Ltd., Australian Branch). In order to prepare this joint statement, we consulted and engaged with each of the reporting entities covered by this statement. This Statement has been issued to demonstrate SCOR's commitment to human rights and ethical behaviour.

Structure and Organisation

SCOR is a leading global reinsurer organised around two main businesses, Property and Casualty (re)insurance and Life reinsurance, plus an asset management business, SCOR Investment Partners. The Group is active in (re)insurance markets globally, operating primarily through subsidiaries or branches throughout much of Europe, the Americas and Asia, and in some markets in Africa.

Nature of Our Business

The reinsurance business is a highly regulated, business-to-business financial services industry. It requires significant capital resources and utilizes a highly skilled and educated workforce. Most aspects of the reinsurance business are performed with SCOR's internal resources, however some aspects of producing, evaluating and managing reinsurance business may be performed by business partners. In particular, these may include (re)insurance brokers, consulting companies or managing general agents/underwriters. In many instances these collaborative business partners are also regulated entities, however in all instances they utilize an educated and skilled workforce similar to SCOR. As such, SCOR does not have a "supply chain" in the same manner as a manufacturing or construction entity, nor does it employ manual, seasonal or unskilled labor as a mining, agriculture or domestic services entity may. Nevertheless, SCOR takes these matters very seriously and is committed to preventing slavery and/or human trafficking in conjunction with its business.

Policies and Approach

SCOR has a zero-tolerance approach to all forms of illegal or unethical behaviour, including but not limited to slavery and human trafficking. All SCOR Group companies are required to adhere to these requirements:

- SCOR's Code of Conduct establishes a "tone at the top" with the expectation that employees will know and understand the importance of compliance with all laws and

regulations, conducting due diligence on business partners, refraining from all forms of bribery and influence peddling, and the proper and ethical treatment of employees so they remain free from all forms of discrimination and any other abusive conduct. These corporate values are reinforced with training.

- The Code of Conduct also includes a Human Rights section which clearly and unambiguously states that SCOR has no tolerance for any form of human abuse, servitude, forced labour, compulsory labour, human trafficking or slavery.
- SCOR's Corporate Social Responsibility approach describes as part of its core values the concept of empowerment of people, which includes professional equality amongst employees.
- SCOR is a member of the United Nations Global Compact with its Ten Principles which relate to human rights, labour, environment, and anti-corruption.
- SCOR operates a Policy for Reporting Concerns throughout the Group, which encourages staff to report any suspected or actual wrongdoing conduct in violation of applicable laws and regulations. In order to further enhance the opportunity for employees and those outside the company to report a concern, SCOR approved the selection and implementation of a web-based tool permitting concerns to be reported, both on an identified basis and anonymously, via SCOR's internal intranet portal and also on SCOR's external website. This tool went live in April 2019.

Our Supply Chain and Due Diligence Process

We have assessed the slavery risks in our operations, supply chain and third-party partners and as previously described, due to the nature of SCOR's business (including, the business of entities it owns or controls), our workforce and our collaborative business relationships, we have determined that there is a low risk of slavery and human trafficking in our business and in the flow of our business from our clients to us. Other third-party suppliers are largely limited to the provision of business services (e.g. office facilities, information technology, office supplies, etc.), which we have determined continue to present low levels of modern slavery risk notwithstanding that such suppliers may present increased exposure to modern slavery risks associated with certain countries, industries and workforces. We do not believe that the COVID-19 pandemic has materially impacted these risks to SCOR nor our ability to assess and address them. The health and well-being of our employees, their families, our business partners and communities throughout the world have been a primary consideration for SCOR during the COVID-19 pandemic and as such SCOR has taken the necessary preventative measures at all times following local and national government policies.

As a control, SCOR implements a Group Outsourcing Policy which sets out the basic information requirements needed when entering a material outsourcing arrangement. Within the Policy there is a requirement that each Outsourced Agreement contains a provision that the Service Provider confirms that they comply with all applicable laws and regulations. Additionally, there is an Outsourcing Due Diligence Questionnaire as an appendix to the Group Outsourcing Guidelines that specifically notes: (1) whether the service provider will abide by SCOR's Code of Conduct; and (2) whether the service provider has policies covering anti-bribery and reporting concerns/whistleblowing. Efficiency of these processes are monitored within the Internal Control System. In addition, a Guideline on Corporate Social Responsibility clauses has been released in 2021 to encourage adherence and compliance by our counterparties to SCOR Sustainable Development Charter principles in non-reinsurance related contracts, based on materiality. Effective implementation is supported by the Legal Department.

Assessing Effectiveness

SCOR (including the UK and Australian entities) reviews and assesses on an ongoing basis the effectiveness of implemented actions to identify and address Modern Slavery risks in our operations. This review is an ongoing and evolving process. Since 2022, an external platform is used in its headquarters to provide Know-Your-Supplier information as well as information on compliance standards of suppliers and services providers. The platform also helps SCOR ensuring suppliers commit to comply with the SCOR Sustainable Development Charter.

Training and awareness

All SCOR employees have to complete periodic compliance trainings and are made aware of the SCOR Code of Conduct.

Governance

This Statement has been reviewed and approved by the senior management of SCOR Global Life Australia and SCOR Reinsurance Asia-Pacific Australian Branch. It will be reviewed annually and updated as required.

Approval

This Statement was approved by the Board of Directors of SCOR Global Life Australia Pty Ltd (ACN 148 897 670), in their capacity as principal governing body of SCOR Global life Australia Pty Ltd on 26 February 2025 and Paula Bourke is authorised to sign this statement as the CEO of this entity.

This statement was approved by the Senior Officer Outside of Australia ("SOOA") of SCOR Reinsurance Asia-Pacific Pte. Ltd. Australian Branch (ARBN 071 103 092) in their capacity as principal governing body of SCOR Reinsurance Asia-Pacific Pte. Ltd. Australian Branch on 24 February 2025.


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Paula Bourke
CEO
SCOR Global Life Australia Pty Limited
Feb 27, 2025


Mukul KISHORE (Feb 26, 2025 22:25 GMT+8)

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SCOR Reinsurance Asia Pacific Pte Ltd
- Australian Branch
Feb 26, 2025