



Modern Slavery Statement

/ Prepared February 2021

Summary

Youi Pty Ltd is an Australian registered company and is a wholly owned subsidiary of Youi Holdings Pty Ltd, a subsidiary of OUTsurance International Holdings Pty Limited part of the Rand Merchant Insurance Holdings (RMIH) Group.

Youi Pty Ltd employs over 1,200 employees and is a registered general insurance company which underwrites its own policies. Our products currently include Vehicle (Car, Motorcycle, Caravan and Trailer), Home (Buildings and Contents), Watercraft and Business Liability and Compulsory Third Party in New South Wales.

We are regulated by the Australian Prudential Regulation Authority (APRA) and Australian Securities and Investment Commission (ASIC), a member of Insurance Council of Australia (ICA) and a signatory to the General Insurance Code of Practice.

Our position on modern slavery

Youi is opposed to any form of modern slavery and is committed to promoting these values through its supply chain and its contractual arrangements. Youi seeks to ensure our suppliers are aligned with these values. We respect the human rights of our employees, customers and those of our suppliers and business partners.

Policies & governance

Youi's Board and its Executive Team promote the values of the business and strong corporate governance so that our decisions and actions are based on transparency, integrity, responsibility, and performance, which promotes the long-term sustainability and ongoing success of our business.

- Youi has policies in key areas which include
- Anti-discrimination and Harassment,
- Code of Conduct,
- Conflict of interest,
- Material Outsourcing,
- Privacy,



- Whistle-blower, and
- Work, Health and Safety,

all of which are published and available to all employees via our Intranet.

Our supply chain

Youi has a supply chain of more than 500 Suppliers across Australia which provide a range of services include including: IT, claims service providers, consultants and professional service firms.

Youi has updated its templated supplier agreements which require our suppliers to adhere to all laws, including those related to slavery and human trafficking.

Our suppliers are expected to ensure that all employees and contractors are legally entitled to work and that they are engaged in accordance with relevant legislation, awards and conditions. They are to ensure that no bonded, forced or involuntary labour, child labour, human trafficking or other forms of slavery is employed in the delivery of their products or services to Youi and our customers.

Youi is undertaking significant work with all its suppliers to improve its supply chain, including all aspects of monitoring and supervision of its suppliers. This process will be ever evolving under a continuous improvement approach.

Third Party Governance

Youi has implemented a Third-Party Management Framework which reflects our strong commitment to improving the selection and management of our supply chain. This development has enabled us to improve our risk-based approach to suppliers ensuring that we have considered the sensitivity and criticality of each engagement.

We recognise that further improvements need to be made to ensure that we reduce our exposure to human rights concerns including modern slavery and human trafficking. To facilitate this, we will review our existing due diligence processes for the appointment of new suppliers. Regarding our existing suppliers, we will work with those identified as being higher risk to assess the modern slavery risks as part of our existing supplier activities.

We aim to improve the understanding of human rights issues within our business and our supply chain through the following:

- Embedding human rights and modern slavery awareness training to all employees
- Updating relevant policies to include specific references to modern slavery as required
- Updating due diligence processes for supplier selection to include consideration of modern slavery risk;
- Updating our supplier agreements to better capture our commitment to identifying and managing human rights and modern slavery risks.



Our workplace

- We believe that our people are what makes us unique. Youi is committed to treating people with dignity and respect. We are committed to being both a diverse workforce and an inclusive and safe workplace for all employees. We are committed to ensuring our employment conditions meet at least minimum wage, appropriate hours of work and leave provisions, as well as the ability to sustain the health, safety and wellbeing of our employees, contractors, and visitors. We comply with relevant local and national laws, community expectations and ethical standards related to human rights and modern slavery in respect to our employees, our customers, and our business operations.
- We are committed to fostering a culture that encourages employees to speak up on matters that concern them which is enabled by an independent external service provider who facilitates our Speak Up program.

This Statement was approved by the Board of Youi Pty Ltd.



Hugo Schreuder

Chief Executive Officer

Dated: February 2021

