

# Borland Insurance Ltd – Modern Slavery Statement

## INTRODUCTION

This statement sets out the steps taken by Borland Insurance Ltd to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

Slavery and human trafficking can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking and workplace abuse.

Given the nature of the work that we do, we believe that there is a low risk of slavery or human trafficking having any connection with our business.

We must, however, not be complacent, and all staff have a responsibility to be aware of any risks in our business and in our wider supply chains and report any concerns to senior management.

## OUR BUSINESS

Borland Insurance Ltd are an independent insurance broker, part of the Assured Partners Group of Companies. The service we provide is tailored to our clients' needs and our reputation, drive, diligence and personal service help our clients to make an informed decision in managing risk.

We understand that all of our clients will require different services, but at a consistent, committed and unmatched level of service. That's why we make it our aim to provide the highest-level service across all of our offices and teams.

Possessing in-depth knowledge across the general insurance market, allows us to provide tailored services to clients across the UK. This combined with our teams expertise across various lines of insurance, including High Net Worth, Financial Risk; Professional Liability; Directors' and Officers'; Crime; Transportation; Property and Casualty; Accident and Health, Cyber, Warranty and Indemnity Insurance.

The average number of employees working at Borland Insurance Ltd during 2020 is around 30.

## OUR SUPPLY CHAINS

We source our business through trading relationships directly by word of mouth, with clients and other companies within the Assured Partners Group.

With regard to all our trading relationships we would never knowingly enter in to a partnership with an entity in the supply chain that acts outside our high moral standards.

## OUR POLICY

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. We believe in paying people fairly and properly for their work. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to never knowingly entering in to a partnership with an entity in the supply chain that acts outside these high moral standards.

## DUE DILLIGENCE PROCESSES

As part of our initiative to identify and mitigate risk we have in place systems to:

- a. Identify and assess potential risk areas in our supply chains.
- b. Mitigate the risk of slavery and human trafficking occurring in our supply chains. This policy makes it clear that Borland Insurance Ltd does not tolerate modern slavery or any form of human trafficking within its business or supply chains.

Borland Insurance Ltd does not allow harsh or inhumane treatment and we expect our suppliers to share our values:

- c. Monitor potential risk areas in our supply chains. Staff are encouraged to report any concerns to senior management.
- d. At Borland Insurance Ltd, we ensure appropriate recruitment practices are carried out, using reputable employment agencies. We undertake verification of identity, references, evidence of qualifications, criminal and financial checks.
- e. **Whistleblowers.** At Borland Insurance Ltd, employees could report any concerns related to our activities or supply chains. This includes circumstances which may give rise to increased risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for people to make disclosures.

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be providing training to appropriate members of staff.

## OUR COMMITMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement for the financial year ending 2020.

This Modern Slavery and Human Trafficking Statement is reviewed annually and may be amended from time to time.