



Charles Taylor plc. Modern Slavery Statement

Introduction

Charles Taylor plc and its subsidiaries (the "Group") are committed to ensuring that its businesses and supply chain are free from modern slavery and human trafficking. This statement (made pursuant to section 54 of the Modern Slavery Act 2015 (the "Act")) sets out the steps that the Group has taken during the financial year ended 31 December 2016 and will continue to take to meet this commitment. We intend to review this statement annually.

Business and Organisational Structure

The Group provides a range of professional services to clients operating in the global insurance sector. It employs over 1,800 permanent and contract staff in 28 countries with 71 offices spread across the UK, the Americas, Asia Pacific, Europe and the Middle East and Africa. Charles Taylor plc, the parent company of the Group, is listed on the main London Stock Exchange.

Policies

The Group already has a number of policies and procedures in place designed to ensure that its businesses, and those of its suppliers, are conducted ethically and in accordance with all applicable laws. These include policies and procedures relating to Anti-Bribery and Corruption, Anti-Money laundering, Sanctions, Share Dealing, Procurement and Whistleblowing.

The Group intends to enhance and strengthen these policies and procedures and implement and enforce effective systems and controls across its businesses to ensure that they are followed with the aim of ensuring that those businesses and their supply chains are free from modern slavery and human trafficking.

Supply Chain

The Group's key suppliers are firms providing professional services to support the Group's client-facing activities as well as a range of suppliers providing other services to support the operation of the Group. The Group and its suppliers do not engage in activities relating to manufacturing or natural resources. As such, we believe that the Group's supply chain poses a lower risk of slavery and human trafficking than that of companies operating in other sectors; however some risk does exist and the Group is committed to assessing and mitigating this risk.

The Group has reviewed its supply chain to identify areas which may pose a higher risk of modern slavery and human trafficking and has already undertaken a number of measures to mitigate these risks including:

- (a) establishing a centralised procurement function to enhance oversight of procurement across the Group and ensure best practice standards are fully embedded; and

- (b) strengthening its existing policies and procedures both for engaging new suppliers and monitoring existing suppliers to ensure that they meet both the requirements of the Act and the ethical values expected of them by the Group.

Going forward, the Group intends to fully embed these measures across its businesses and build in additional measures, such as more robust contract terms and enhanced supplier due diligence, so as to ensure appropriate oversight of the Group's supply chain is maintained.

Employees

The Group's commitment to compliance with the Act applies equally to its own staff. Through its selection, recruitment, induction and training procedures and programmes, the Group aims to ensure that the people it employs are not subject to modern slavery and human trafficking and are afforded the rights and protections that they are entitled to by law.

The Group intends to provide additional training to its staff to raise awareness of the risks of modern slavery and human trafficking and remind staff of the ethical standards which they are expected to adhere to. Where appropriate, the Group may consider extending this training to members of its supply chain.

The Group Whistleblowing Policy encourages staff to report concerns they may have about the Group's compliance with applicable laws and/or breaches of its own ethical standards, without fear of retaliation.

This Statement will be communicated to all staff.

Governance

The Group intends to identify meaningful indicators and assurance activity with which to monitor compliance with the requirements of the Act. These will be reported to the Group Assurance Committee, which is responsible for overseeing compliance with all the Group's policies and procedures.

Where considered appropriate, the Group Assurance Committee will be responsible for ensuring that additional measures are developed and implemented to ensure continued compliance and address any concerns that arise.

Approved by the Board of Directors and signed by:



Mark Keogh
Group Chief Financial Officer
5 April 2017