

Modern Slavery

Statement for 2019

**animal
Friends**
Pet Insurance Experts

Introduction

This statement is made pursuant to Part 6 Section 54 of the Modern Slavery Act 2015 (MSA). It sets out Animal Friends Insurance's commitment to preventing slavery and human trafficking and outlines our efforts and activities to mitigate the risk of slavery and human trafficking during the year ending 31 December 2019.

Organisation structure, business and supply chains

Animal Friends is an insurance intermediary firm distributing pet insurance. Our supply chain consists of the provision of services and goods to support the delivery of insurance and claims services to our policyholders. All of our business is conducted in the UK, as are the vast majority of our suppliers.

Measures in Place

We have various measures in place to reduce the risk of slavery and human trafficking occurring anywhere in our organisation or supply chain, including:

Policies

Policies which support our zero tolerance approach to modern slavery include:

- 🐾 Modern Slavery Policy
- 🐾 Equality & Diversity Policy
- 🐾 Working Time Directive compliance
- 🐾 Whistleblowing Policy
- 🐾 Outsourcing Policy
- 🐾 Recruitment Policy
- 🐾 Reward Policy (externally benchmarked)
- 🐾 Overtime Policy
- 🐾 Disciplinary Policy

People, training and awareness

We have robust policies for recruitment, including conducting "eligibility to work in the UK" checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

All employees are issued with an employment contract informing them of both their contractual and statutory rights,

such as holiday pay, sickness pay and any other benefits to which they may be entitled.

Awareness of our policies is ensured through our Onboarding programme for new joiners and a programme of online awareness training, to refresh knowledge and understanding and to highlight any changes. Online modules delivered in 2019 included coverage of the following:

- 🐾 Employee Handbook
- 🐾 Code of Conduct and Ethics
- 🐾 Whistleblowing
- 🐾 Financial Crime.

All employees were required to attest to the fact that they had read and understood the related policies and will uphold the standards required of them. We review and assess our corporate risk and regulatory training requirements annually.

Procurement and Outsourcing

We have internal policies in place designed to ensure that we operate in a legal, ethical and transparent manner. We conduct appropriate due diligence on our suppliers as part of the selection process including a risk assessment of the supplier. Appropriate controls and requirements to address any risks identified are included in contracts with suppliers that successfully pass our due diligence process.

Future Plans

We will continue to assess, control and monitor our compliance with MSA and also ensure appropriate oversight, and regular review of our supply chain and outsourcing arrangements. We will publish an update on our website next year.

The Animal Friends Board have reviewed and approved this statement. The Animal Friends Managing Director has signed this on behalf of the Board.



Westley Pearson
Managing Director

7th July 2020