



## Modern Slavery Policy

### 1. Commitment to Ethical Business Practices

Artisan Underwriting Pty Ltd and its associated companies and subsidiaries (collectively referred to as 'Artisan', 'we', 'us', or 'our') are committed to ethical, lawful, and socially responsible business practices in all jurisdictions in which we operate.

As part of our commitment, Artisan supports the principles outlined in the Australian Modern Slavery Act 2018 (Cth) and recognises the importance of addressing modern slavery risks across global and local operations — including those in New Zealand.

Artisan acknowledges that modern slavery, forced labour, and human trafficking can occur in complex supply chains, particularly in the sourcing of administrative and IT services. As a trans-Tasman underwriting agency, we actively work to align our practices with ethical employment and human rights standards.

### 2. Awareness and Action

We take a proactive and structured approach to identifying and mitigating risks of modern slavery. Our actions include:

- Maintaining a Modern Slavery Statement, reviewed annually by our Board of Directors.
- Supporting relevant training and awareness for our staff on recognising signs of exploitation or labour abuses.
- Requiring all suppliers, vendors, and partners — both in Australia and New Zealand — to adhere to ethical labour standards and local employment laws.
- Reviewing procurement and onboarding processes to include modern slavery risk checks, especially where third-party labour is involved.
- Conducting regular supply chain assessments, including targeted due diligence in sectors or regions with known risk profiles.
- Engaging in dialogue across our network of brokers, underwriters, clients, and service providers to reinforce shared responsibilities.



### 3. Financial Hardship and Risk Sensitivity

Artisan recognises that financial hardship — whether experienced by our clients, contractors, or supply chain workers — may increase vulnerability to exploitation. Our Financial Hardship Policy and Customer Care practices in New Zealand reflect our commitment to treating people fairly and compassionately, in alignment with New Zealand’s consumer protection and employment principles.

### 4. Looking Ahead

Although New Zealand does not currently mandate modern slavery disclosures, Artisan voluntarily aligns with international standards and maintains readiness to meet future reporting requirements under any potential New Zealand legislative developments.