

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Modern Slavery is a term used to encompass slavery, servitude, forced or compulsory labour and human trafficking. Modern slavery is a crime and a violation of human rights. We have a zero tolerance approach to all forms of slavery and we are committed to ensuring our practices combat modern slavery within our business and in our supply chains. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

ORGANISATION'S STRUCTURE

Adrian Flux Insurance Services (AFIG) is a Partnership. The Partnership has in excess of 1,000 staff across 3 offices in Kings Lynn and Norwich.

OUR BUSINESS

AFIG is authorised by the Financial Conduct Authority. The business is an insurance broker in the personal lines market, specialising in car, motorbike, van and household insurance.

OUR SUPPLY CHAINS

AFIG has 2 sets of suppliers: insurance companies plus supplies of services such as I.T and stationery.

Our procurement activities and our contractors and suppliers are all UK based.

THE AFIG GROUP POLICY ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with

integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

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

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We expect all those in our supply chain and contractors to comply with our value of zero tolerance to slavery and human trafficking.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We will use the following measures to assess how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of audits;
- Communication and personal contact with our suppliers to assess their understanding of, and compliance with, our expectations.

TRAINING

To ensure that relevant staff are aware of Modern Slavery, appropriate training has been provided for recruitment staff. We will continue to roll out appropriate training for targeted staff in the future. We have published the AFIG Policy on Slavery and Human Trafficking on our intranet to inform our employees and to encourage them to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Adrian Flux Insurance Services.

Signed
David Flux
Senior Partner
4th November 2021