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PartnerRe Modern Slavery Act Transparency Statement Financial Year 2020

PartnerRe

The PartnerRe Modern Slavery Act Transparency Statement (the "Statement") is made by Partner Reinsurance Europe SE ("PRESE") and PartnerRe Ireland Insurance dac ("PRIIdac") pursuant to section 54(1) of the U.K. Modern Slavery Act 2015[1] in respect of the financial year ended 31 December 2020.

Structure, Business and Supply Chains

PRESE is authorised by the Central Bank of Ireland as a reinsurer under the European Union (Insurance and Reinsurance) Regulations 2015. PRESE also operates Branches in the United Kingdom, France, Switzerland and Hong Kong.

PRIIdac is authorised by the Central Bank of Ireland as a Non-Life insurer under the European Union (Insurance and Reinsurance) Regulations 2015. PRIIdac also operates a Branch in the United Kingdom.

PRESE and PRIIdac are both wholly owned subsidiaries of PartnerRe Limited (PartnerRe).

Definitions

For the purpose of this Statement the following definitions apply:

"Modern Slavery" refers to the offences of human trafficking, slavery, servitude and forced compulsory labour. This can include, but is not limited to:

- the coercion of a person into conditions of labour exploitation;
- the coercion of a person into conditions of criminal exploitation; and
- the coercion of a person into conditions of sexual exploitation.

"Human Trafficking" refers to the recruitment, transfer or obtaining of an individual through coercion, abduction, fraud or force to exploit them.

Commitment

PRESE and PRIIdac operate in the financial services sector and do not have a complex supply chain. We believe, given the nature of our business and the countries that we operate in, that the risk of Modern Slavery or Human Trafficking in our supply chain is low. For example, PRESE and PRIIdac's supply chain mainly consists of:

- Professional Services (law firms, accountants and other professional advisers);
- Telecoms, software and software maintenance and support services;
- Office facility services;
- Travel providers etc.

The Board and Management of PRESE and PRIIdac do not knowingly support or do business with any suppliers who are involved in Modern Slavery or Human Trafficking.

[1] As PRESE and PRIIdac both have a presence in the UK and provide services in the UK, they are subject to this legislation. As Irish companies, they are also subject to the Criminal Law (Human Trafficking) Act 2008 and the Criminal Law (Human Trafficking) (Amendment) Act 2013.

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The Board and Management of PRESE and PRIIdac are committed to the highest level of ethical conduct in all our business activities. Our core values of Trust, Responsibility, Openness, and Initiative provides a solid ethical framework within which our businesses operate and employees work.

Relevant Policies and Procedures

Our reputation is critical to the success of our business and we are committed to ensuring that there are no Modern Slavery or Human Trafficking risks existing in any part of our corporate activities or our supply chains. We have guidelines and procedures, detailed below, in place to ensure that any Modern Slavery or Human Trafficking risk in our business or supply chains is detected and reported to management. Where independent services are being utilized, PartnerRe expects all our contractors to comply with our business ethics and values.

PartnerRe operates the following policies and procedures that will aid in the identification of any risk of slavery and human trafficking in its operations:

- **Code of Business Conduct and Ethics -** PartnerRe's Code of Business Conduct and Ethics ("the Code of Conduct") makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour in all its business activities including when managing relationships with contractors. The Code of Business Conduct and Ethics is distributed online to all employees who must confirm annually that they have read, understood, accept and apply the values contained in the Code of Business Conduct and Ethics.

- **Outsourcing Guidelines -** PartnerRe has outsourcing guidelines which details requirements when entering into outsourcing agreements. These guidelines contain a requirement that the terms and conditions of all outsourcing agreements include an obligation on the service provider to adhere to all applicable laws and regulations.

- **Whistleblowing Procedure -** PartnerRe has an established Whistleblowing Procedure to provide employees with guidelines for reporting potential, actual or suspected violations of any laws, rules, regulations or PartnerRe Policies. Employees are encouraged to disclose violations which they may be aware of, including improper business conduct or unethical business behaviour. Employees have the option of reporting any potential, actual or suspected violations anonymously via a Whistleblowing Hotline hosted on PartnerRe's internal website.

- **Sanctions and Anti-Money Laundering Guidelines** – PartnerRe requires employees to conduct Sanctions and Anti-Money Laundering checks to detect and prevent money laundering and related activities, terrorism financing or transactions with prohibited or sanctioned countries, people and organisations.

- **Anti-Bribery and Corruption Guidelines** – PartnerRe is committed to fighting corruption in compliance with applicable laws and regulations of the country in which business is conducted. Employees must not accept or offer any benefit to any person during the course of their duties to induce the person to do or not do something within the scope of their position.

- **Recruitment and Selection Procedures -** PartnerRe recruits from reputable sources and is committed to compliance with applicable employment laws and regulations.

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Training

PartnerRe will communicate this Statement to all employees to ensure a high level of understanding of the risk of Modern Slavery and Human Trafficking in our supply chains and our business.

Board Approval

This Statement was approved by the Boards of Directors of PRESE and PRIIdac. The Boards will review and update this Statement annually.

DocuSigned by:
Ton Van der Minnen
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Ton van der Minnen
Director
On behalf of
Partner Reinsurance Europe SE
Date: 23rd June 2021

DocuSigned by:
Vyara Panova
26429EA30AD4438...

Vyara Panova
Director
On behalf of
PartnerRe Ireland Insurance dac
Date: 23rd June 2021