



MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR ENDED 31ST DECEMBER 2023

Purpose of this statement

This Statement has been prepared and published in accordance with the provisions of Section 54 (1) of the UK Modern Slavery Act 2015 (the “Act”) by International General Insurance Holdings Ltd. and each of its Group’s entities and undertakings which have met or exceeded the relevant turnover threshold (“IGI Group”) during the year ending 31 December 2023. For other IGI Group subsidiaries, the statement will be treated by them as a statement of best practice. IGI Group’s subsidiaries are listed in Appendix 1.

Our Commitment

IGI Group considers modern slavery in all its forms of slavery and servitude, forced or compulsory labour and human trafficking, to be heinous crimes. IGI Group has zero tolerance to such activities within its own operations, or supply chain. We are committed to take appropriate steps so that everyone who works for IGI Group benefits from a working environment in which their fundamental human rights are respected, and anyone that we do business with also upholds these principles.

This Statement is the principal articulation of IGI’s Group policy on slavery and human trafficking. It is intended to inform and influence all the operational procedures within IGI Group. It also reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure (amongst our other priorities) that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

Structure of IGI Group

IGI Group is registered in Bermuda as a limited liability company, and has offices in Bermuda, London, Amman, Malta, Dubai, Oslo, Casablanca, and Kuala Lumpur with approximately 400 employees worldwide. IGI is listed on Nasdaq Capital Markets under the symbol “IGIC”.

Since our inception in 2002, IGI has been committed to providing niche specialty lines insurance and reinsurance solutions to our clients’ complex risks. Our reputation is based on focused underwriting expertise, flexibility in responding to customer needs, and ensuring efficient and responsive claims handling, all underpinned by stable management and a strong balance sheet.



IGI Group of companies underwrites a worldwide portfolio of energy, property, general aviation, construction & engineering, ports & terminals, marine cargo, marine trades, contingency, political violence, financial institutions, general third-party liability (casualty), legal expenses, professional indemnity, D&O, marine liability and reinsurance treaty business. To know more key facts about us or our operations, please visit our website www.iginsure.com/about-us/.

Our Supply Chain

IGI Group's supply chains are very limited. IGI Group offers insurance and reinsurance solutions which are a type of financial services product. We do use routine support and maintenance services for our office operations, such as cleaning and technical support for services such as air conditioning, IT, telephones and communications infrastructure. We do not act as a producer, manufacturer or retailer of physical goods and have no supply chain in relation to such activities. IGI Group is committed to maintain and improve its own systems and processes in order to ensure full adherence to the avoidance of human trafficking and slavery in its supply chain.

Our Policies

IGI Group sets a range of policies and procedures to mitigate risk covering modern slavery, and human trafficking to reflect our commitment in acting ethically and enforcing systems and controls within IGI Group including, but not limited to, the following:

- The Code of Business Conduct and Ethics defines the relationship between staff and their workplace and sets the expectations of both employees and the Company. It reflects IGI Group's corporate values of integrity, genuine and innovation, and protects the employee from retaliation if escalation was made in good faith.
- The Code of Business Conduct and Ethics includes procedures for all IGI employees to communicate any misconduct or abuse which extends to human rights violations like modern slavery. We continue to develop our training plans for all IGI employees in order to ensure awareness and a high-level understanding of the risks. All reports will be fully investigated, and appropriate remedial actions taken. Concerns can be raised in confidence without fear of disciplinary action.



- The Human Resources Manual and UK and Europe Employee Handbooks guarantee fair and equitable treatment to all employees by providing clear processes for dealing with any complaints including discrimination and sexual harassment. These handbooks also ensure that employees understand their rights towards compensation, benefits, working hours and reporting financial and non-financial misconduct.
- The Human Resources Department ensures that any person who is not legally entitled to work in any of the jurisdictions that IGI Group operates within is not hired.
- The Health and Safety Policy provides IGI Group employees with a safe and healthy work environment that prevent employees from ill health and injury. IGI implements this through training and regular audits.
- Outsourcing, Compliance, Anti-bribery and Corruption, and financial crime policies are in place to ensure sufficient controls towards all crimes that IGI Group might be exposed to. Compliance policies including the Anti-bribery and Corruption Policy, set guidelines for how to identify, avoid, report, and prevent bribery and corruption and other financial crimes. IGI Group has several reporting channels which provide a safe place for employees to speak up if they note any breach of our policies.

Due Diligence and Risk Assessments

IGI Group operates a Human Resources Department, Risk Management Department, Internal Audit Department and Legal and Compliance Department. Each of the subsidiary operating companies has a Chief Executive Officer who has reviewed and agreed to the terms of this statement. Each of these departments and executives has reporting responsibilities to management and the relevant Board of IGI Group. The Audit, Risk and Compliance Committee receives annual reports from external auditors and quarterly reports from internal auditors on the effectiveness of the internal controls.

A combination of these procedures and functions operates to help identify, assess and monitor potential risk areas in our supply chains and business to mitigate the risk of slavery and human trafficking that might occur in our supply chains and businesses.

We ensure when entering into material contracts that our supply chain and contractors comply with the Modern Slavery Act when seeking tenders for service or when auditing our suppliers.



Our Training

Modern Slavery Act training was conducted in 2023 for all UK and Malta staff, as well as staff in Jordan where there is accountability under the Senior Managers and Conduct Rules regime. IGI continues to develop and enhance training programs globally. The Modern Slavery Act educational initiative, as well as other topics such as Diversity & Inclusion and Anti-Harassment have been led by the Learning & Development division of IGI Human Resources. Global training delivery via the Learning module within the corporate HR Information System is scheduled to begin in July 2024. The Learning module will generate invitations and record employee attendance. The presented material will remain available to all IGI employees for future reference post the initial training delivery date. In addition, access will be available for new joiners as part of the induction and onboarding process.

How do we measure our Progress?

We measure our success in mitigating the risks of slavery and human trafficking by:

- The establishment of the ESG Committee across IGI Group with the Modern Slavery Act as a priority ESG initiative.
- Reports received from employees, the public or law enforcement agencies to identify any potential Slavery and Human Trafficking breaches.
- Development of annual awareness sessions for employees, including the Modern Slavery Act.

Next Steps

We will continue to review our supply chain policies and protocols, developing specific measures to ensure that our obligations under the Act are disseminated through our supply chain. These measures will include:

- Continuing to identify and assess any key risk areas in our supply chains and strengthen our governance and controls.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes IGI's slavery and human trafficking statement for the financial year ending 31 December 2023.



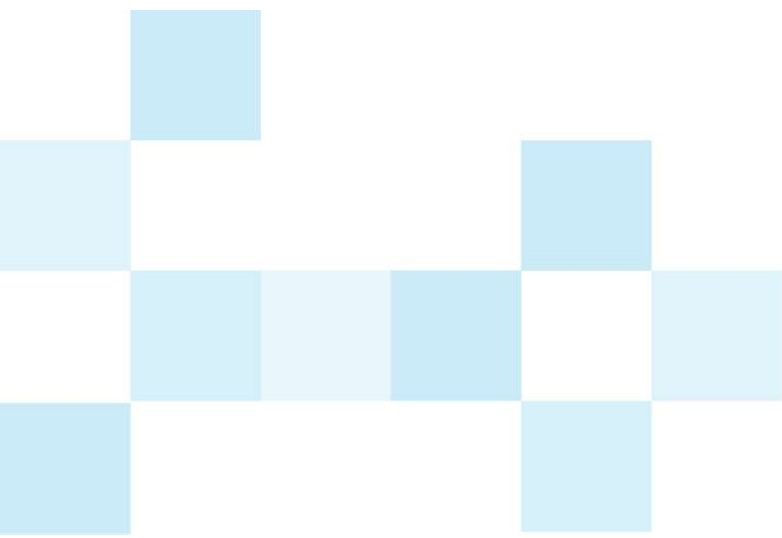


Signed by Mr. Paul Martin, Chair and Independent Non-Executive Director,
International General Insurance Company (UK) Ltd:

A handwritten signature in grey ink, appearing to read 'P Martin', written over a horizontal line.

Dated:

18 June 2024





APPENDIX 1 – Companies Covered (either as mandatory or best practice), together with their location:

International General Insurance Company (UK) Ltd	United Kingdom
International General Insurance Co. Ltd.	Bermuda
International General Insurance Holdings Limited	United Arab Emirates
International General Insurance Holdings Ltd.	Bermuda
I.G.I. Underwriting / Jordan ‘Exempted’	Jordan
North Star Underwriting Ltd	United Kingdom
International General Insurance Company (Dubai) Ltd	United Arab Emirates
International General Insurance Co. Ltd. – Labuan Branch	Malaysia
International General Insurance Company (Europe) Ltd.	Malta
International General Insurance Co. Ltd. – Representative Office	Morocco
IGI Services Ltd	Cayman Islands
Specialty Malls Investment Company	Jordan
IGI Nordic AS (became part of the IGI Group in early-2023)	Norway

