

Slavery and Human Trafficking Statement for Financial Year-Ending 2017

About the Statement

Tokio Millennium Re AG (hereinafter “TMR”) is a wholly owned subsidiary within the Tokio Marine Group. TMR carries out its business in various countries and regions, including the United Kingdom (UK). TMR is publishing this slavery and human trafficking statement (hereinafter “the Statement”) on its corporate website in accordance with the requirements of Section 54 of the UK Modern Slavery Act 2015.

The Statement has been approved by TMR’s Board of Directors and signed by Mr Stephan Ruoff, Chief Executive Officer of TMR.

The Statement

TMR, comprising Tokio Millennium Re AG and three affiliated companies, operates in international reinsurance business.

More information can be found at: <https://www.tokiomillennium.com>

TMR’s supply chains comprise business partners including suppliers and subcontractors. We use suppliers and contractors for goods and services required for the maintenance and support of our business operations in London and elsewhere. As TMR operates mainly in reinsurance and reinsurance related businesses, we do not act as a producer, manufacturer or retailer of physical goods.

TMR conducts robust due diligence on all its business partners. The approval process is set out in the TMR Customer and Third Party Due Diligence Procedures and seeks to ensure

that the company is not used for the purposes of committing any criminal act and that it does not facilitate criminal acts by its business partners.

TMR has adopted the Tokio Marine Group Corporate Philosophy which includes "Acting as a good corporate citizen through fair and responsible management, Tokio Marine Group will broadly contribute to the development of society". More information can be found at: <http://www.tokiomarinehd.com/en/company/philosophy.html>

The Tokio Marine Group has also formulated the [Tokio Marine Group Corporate Social Responsibility Charter](#) to set out principles of conduct in relation to social responsibility and to respect and promote the recognition of human rights of all people, including customers, shareholders/investors, insurance agents, business partners, employees and local communities/society.

The Tokio Marine Group supports and respects the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Core Labour Standards, the UN Guiding Principles on Business and Human Rights (Ruggie Framework) and ISO 26000, and has signed the UN Global Compact.

The Tokio Marine Group works to understand and incorporate international principles and guidelines concerning human rights. It participates in and contributes to initiatives concerning social responsibility, and by doing so, works towards realising a sustainable society.

The Tokio Marine Group Code of Conduct summarises important matters of conduct which are given the highest priority in our day-to-day business. It requires directors, officers and employees to conduct fair and equitable business activities in conformity with laws and social norms and requires the Tokio Marine Group to undertake equitable business

activities. In addition, the Tokio Marine Group has established the Tokio Marine Global HR Policy as a universal philosophy and concept for human resources management to be shared in relevant countries and regions worldwide.

In the event that an employee, a director or an officer discovers an issue or potential issue in relation to compliance, the Tokio Marine Group requires such person to immediately report and consult on the issue through organisational channels based on the “Tokio Marine Group Compliance Standards”. However, to prepare for cases where it is not appropriate for employees or directors and officers to report or consult through organisational channels, the Group has installed in-house and external consultation services (hotlines), which are staffed by internal and external specialists.

Tokio Marine Group companies conduct Human Rights training as part of various training initiatives, including for new recruits, and regular programmes in the workplace in which all employees take part to build a vibrant corporate culture without slavery, human trafficking, discrimination and/or harassment.

27 February 2018

Stephan Ruoff
Chief Executive Officer
Tokio Millennium Re AG