

CONTINENTAL REINSURANCE HUMAN RIGHTS AND LABOUR STANDARDS

At Continental Reinsurance, we are dedicated to upholding the fundamental principles of human rights across all areas of our operations and business relationships. As part of our broader Environmental, Social, and Governance (ESG) commitments, we adopt and support internationally recognised labour standards, including the prohibition of forced labour, human trafficking, and child labour.

Prohibition of Forced and Compulsory Labour

Continental Reinsurance absolutely forbids any types of forced, bonded, or compulsory labour across all aspects of our business and operations. We reject coercion, involuntary overtime, and any work or service performed under threats of penalty. All employees have the freedom to work voluntarily and can resign following the relevant laws and employment agreements.

Abolition of Child Labour

We wholeheartedly endorse the complete eradication of child labour and comply with the minimum age criteria set forth by national legislation and pertinent International Labour Organisation (ILO) conventions. We anticipate that all our business partners, suppliers, and contractors uphold comparable standards and refrain from practices that exploit children or infringe upon their rights.

Strategy

The company's sustainability strategy emphasises ethical and responsible business practices. A central aspect of this approach is our dedication to upholding human rights and eradicating all types of modern slavery—including forced, bonded, and child labour—from our operations and supply chain.

We acknowledge the potential risks associated with forced or child labour in intricate value chains and are actively integrating ESG factors, including social impact, into our procurement, vendor engagement, and underwriting processes.

Our Expectations of Business Partners

We extend this commitment throughout our value chain. We require our suppliers, vendors, and service providers to adhere to ethical labour practices and conduct appropriate due diligence to ensure that no forced or child labour is involved in the provision of goods and services to Continental Reinsurance.

Governance and Monitoring

The Board of Directors and the Executive Management Team oversee sustainability-related issues, which include labour rights and human rights risks. These responsibilities are integral to our corporate governance framework and are directed by our Sustainability Strategy and related policies.

The Board regularly receives briefings on significant sustainability challenges, such as those associated with modern slavery, and takes an active role in reviewing and approving the company's sustainability disclosures, policies, and strategic goals.

We are dedicated to ongoing improvement, engaging stakeholders, and maintaining transparency as we address modern slavery risks and promote human dignity throughout our operations.