

# Modern Slavery Statement

## Introduction

Crawford & Company has a long history of restoring and enhancing lives, businesses and communities – it is embedded in the work we do every day. But there is another, equally important part of our history that we must live up to: **Integrity**.

How we do business is just as important as any measurement of financial growth. All of us – employees, directors, and third-party business partners – are responsible for doing the right thing, everywhere and always.

### Our Mission

Restoring and enhancing lives, businesses and communities.

### Our Vision

To be the **leading provider** and most **trusted source** for **expert assistance**, serving those who insure and self-insure the risks of businesses and communities anywhere in the world.

### Our Values

- R – Respect** – We practice integrity and ethical behaviour, embrace each individual's unique talents, honour diverse lives and work styles, and promote a spirit of co-operation
- E – Empowerment** – Employees are emboldened to advance the company mission, take ownership of their career progression, contribute ideas to meet industry challenges, and hold themselves and others accountable
- S – Sustainability** – A focus on corporate social responsibility, giving back and being good stewards in our communities
- T – Training** – An environment where employees are stimulated, knowledgeable, and satisfied
- O – One Crawford** – A global mind set that's inclusive, mission-focused, customer focused and on the move
- R – Recognition** – An eco-system of recognition and reward for our employees' hard work
- E – Entrepreneurial Spirit** – A shared passion to succeed, outpace competitors and innovate

The Modern Slavery Act 2015 has been with us for a few years and Crawford is proud to comply with the legislation. Indeed, we are seeing a trend globally for governments to take positive steps to eliminate human trafficking and the coercion of people into forced labour.

With the rise of globalisation and movement of people, there are criminal elements who will seek to take advantage of vulnerable people to make profit, at the expense of those peoples' liberty and basic human rights.

We all have a legal and moral obligation to be vigilant and report instances where we suspect coercion and, perhaps slavery, is occurring.

Crawford & Company Adjusters (UK) Limited (the "Company") and its subsidiaries is committed to fulfilling not only its legal obligations but also its corporate social responsibilities encompassing society's moral expectations and legal and financial responsibilities in respect of eliminating modern slavery and human trafficking. It is the policy of the Company to meet its commitments by ensuring, so far as is reasonably practicable, that no part of the business, whether through direct employment or through the supply chain, engages or supports the human slave trade or networks of human trafficking.

The Board of Directors of the Company (the "Board") takes overall responsibility for ensuring that human slavery and trafficking is afforded proper

consideration at the highest level and that adequate and effective arrangements, together with appropriate resources, are provided to meet its objectives.

### To achieve the objectives of this policy, the Company will:

- a) Ensure vetting of supply chain partner controls to guard against human slavery and trafficking within the procurement processes
- b) Provide adequate information, instruction & training for employees in respect of the business obligations under the Modern Slavery Act 2015
- c) Monitor, audit and review the supply chain from time to time to establish its compliance with the Modern Slavery Act 2015

This Statement will be reviewed, and if necessary revised, annually to ensure that effective controls are maintained to ensure the business is not allowing or supporting human slavery and continues to comply with the Modern Slavery Act 2015 through its conduct and business.

Signed 

**Lisa Bartlett**  
President, UK & Ireland  
Crawford & Company

Date 21 October 2019

## About Crawford & Company®

For over 75 years, Crawford has solved the world's claims handling challenges and helped businesses keep their focus where it belongs – on people.



Third Party  
Administration



Loss  
Adjusting



Managed  
Repair



On-Demand  
Field Services



Catastrophe  
Support

**9,000** employees | **50,000** field resources | **70** countries | **\$14B** annual claims payments

**Crawford®**

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