

Modern Slavery Act Statement

Organisational Structure

This statement applies to the following UK entities: RenaissanceRe Syndicate Management Limited ("RSM"), RenaissanceRe Corporate Capital (UK) Limited ("RRCCL") and RenaissanceRe Services (UK) Limited ("RRSUKL"). These companies are subsidiaries of RenaissanceRe Holdings Ltd, a NYSE listed company based in Bermuda. References in this statement to RenaissanceRe refer to RSM, RRCCL and RRSUKL only.

RSM

RSM's primary activity is the writing of (re)insurance business through Lloyd's, the world's specialist insurance market.

RRCCL

RRCCL's sole and primary activity is the provision of capital to support the writing of (re)insurance business through its wholly aligned syndicate, 1458 at Lloyd's, with the syndicate in turn managed by RenaissanceRe Syndicate Management Limited.

RRSUKL

RRSUKL is the employer of individuals based in RenaissanceRe's UK offices.

Our Supply Chain

We transact business on a global basis and through our activities we come into contact with a number of different parties. Through our numerous business relationships, we recognise that there are varying levels of potential exposure to modern slavery and we seek to identify, control and address the risk of modern slavery being present in our supply chain. RenaissanceRe takes a zero-tolerance approach to modern slavery and this approach has the full support from the Boards of the entities specified above.

The supply chain for our (re)insurance operations in the U.K. typically involves sophisticated companies such as (re)insurance brokers, (re)insurance companies and large financial services providers.

A risk assessment has been performed for companies who provide services such as cleaning or maintenance services and which are not directly related to our core business of writing (re)insurance. Where the outcome of this risk assessment identifies a heightened risk of modern slavery, we will consider additional controls to help mitigate this risk.

We pride ourselves on the working conditions provided to all of our employees and on the level of care afforded to our employees by our dedicated Human Resources ("HR") team. All members of our HR team receive training on how to spot the signs of modern slavery.

Organisational Policies

The RenaissanceRe Code of Ethics and Conduct ("the Code") sets out the standards by which all of our employees are expected to conduct themselves. In accordance with the Code, our employees are expected to abide not only by the requirements of any applicable law or regulation, but also with the spirit of these requirements. Any breach of the Code is a serious matter and may result in the termination of employment for any employee.

Our key internal policies and procedures which outline our engagement with our supply chain have been reviewed and amended to incorporate the management of modern slavery risk. These amendments have included outlining potential indicators of modern slavery and the controls and processes which are required to be followed by staff in order to mitigate this risk. This also includes

the steps to take in reporting any concerns of modern slavery in our supply chain. All members of staff receive training on modern slavery to raise awareness of the risk of modern slavery in our supply chain.

Assessing and Managing Risk

RenaissanceRe has developed a modern slavery risk assessment process which incorporates relevant guidance and criteria suggested by several non-governmental organisations and foundations. This risk assessment is performed on an on-going basis for all key business partners for RenaissanceRe, and the output of this risk assessment is reported internally to the relevant Management Committee and the Board.

Our general philosophy of establishing and maintaining business partnerships with a relatively limited number of partners acts as one control for RenaissanceRe in the fight against modern slavery. By developing long-term and strategic relationships with our clients, we have a better understanding of how each other operates and we can work together to address any areas of concern.

In addition to comprehensive due diligence checks, where we decide to enter into a contractual relationship with a third party, the decision to do so is reviewed alongside the specific modern slavery risk assessment output. We then consider what controls, such as site visits and audits, are required where there is potentially a greater risk of modern slavery.

Due Diligence and Training

We are committed to performing proportionate and robust due diligence to combat modern slavery. The risk assessment process helps to determine the level of due diligence which we perform on our supply chain in relation to the risk of modern slavery.

All staff who are involved in the decision-making process for contracting with external parties have received training on potential indicators of modern slavery and on how to report any suspicions both internally and to the relevant external authority.

Contractual Considerations

The contracts that RenaissanceRe has in place with its third-parties contain general provisions with regards to complying with the law and relevant regulations. Where a higher risk of modern slavery is identified, we consider additional contractual controls and provisions to help mitigate this risk.

Performance Indicators

Internally, we have established a metric to report to our Board and Management Committee on the risk of modern slavery in our supply chain. Any breaches of our zero-tolerance approach will be reported to our Board alongside any suspicions or concerns raised in the respective period. To date no such breaches or concerns have been identified.

Future Efforts

RenaissanceRe continues to review its controls on an annual basis to ensure that they are operating effectively and are adequate for the risks faced in our supply chain.


Hugh Brennan

Director of RSM, RRCCL and RRSUKL



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