Lime Syndicate Management Modern Slavery & Human Trafficking Statement Financial Year 2025

Lime Syndicate Management Limited and its affiliated entities ("Lime") are committed to conducting business ethically, responsibly, and in full compliance with applicable legal and regulatory requirements. We maintain a zero-tolerance approach to all forms of modern slavery and human trafficking, and this statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and covers:

- Lime Syndicate Management Limited
- Lime Syndicate Services Limited
- Lime Syndicate Management Holdings Limited.

1. Structure, Business and Supply Chains

Lime provides managing agency services to syndicates operating in the Lloyd’s insurance market. As at the date of this statement, Lime employs approximately 35 members of staff and contractors in the UK. As a provider of managing agency services, Lime does not produce, manufacture or retail physical goods and has no supply chain relating to such activities. Lime's supply chain comprises those firms it directly engages and pays for the provision of goods and services. Where Lime places business through brokers who derive their income from clients rather than from Lime, those brokers are not considered part of Lime's supply chain for the purpose of this statement.

Lime's supply chain consists primarily of professional services providers directly engaged by Lime, including IT, legal, and other professional services providers, together with outsourcing arrangements provided on an intergroup basis. As a participant in the Lloyd's market, Lime also utilises certain shared market services.

As a financial services business operating in the Lloyd's market, Lime's core operations carry a relatively low inherent risk of direct modern slavery exposure. However, we recognise that risks may exist within our supply chain, and we are committed to ensuring ethical practices throughout our operations.

2. Policies in Relation to Slavery and Human Trafficking

During the review period, Lime developed a standalone Modern Slavery Policy, setting out its zero-tolerance stance, due diligence expectations and escalation procedures.

Lime's wider policy framework supports the identification and escalation of any modern slavery concerns. In particular, Lime's Whistleblowing Policy provides multiple confidential reporting channels available to all staff, contractors, suppliers and third parties, including:

- A dedicated confidential email address (whistleblowing@limesma.com)
- Direct external reporting channels to the FCA, PRA and Lloyd's
- Lloyd's Speak Up resources, available to all Lloyd's market participants at lloyds.com/speakup

Lime's Whistleblowing Policy provides full protection from retaliation for anyone raising a concern in good faith and ensures that settlement agreements with current or former staff makes clear that nothing prevents a worker from making a protected disclosure.

Lime also maintains robust recruitment processes in line with applicable employment laws, including right-to-work checks, identity verification, and reference checks for all new employees and contractors. These provide an additional layer of protection against the risk of modern slavery and human trafficking within its own workforce. Lime uses only reputable employment agencies and requires any agency engaged to confirm compliance with the Modern Slavery Act 2015. Modern slavery awareness training was completed by all staff during the review period.

3. Due Diligence Processes

3.1 Supplier and Third-Party Due Diligence

During the review period, Lime undertook a high-level review of its supplier arrangements to consider potential modern slavery exposure. No specific concerns or indicators of modern slavery were identified during this review period.

3.2 Indirect Services, Facilities and On-Site Workers

Lime occupies office space within the Lloyd's of London building under a lease arrangement, where certain facilities services including cleaning are provided indirectly by Lloyd's as the primary service provider. Lime reviewed the Corporation of Lloyd's Modern Slavery Act Statement for the financial year ending 31 December 2024 (published

March 2025) to assess the adequacy of Lloyd's framework in relation to these indirect services. That review confirmed the following:

- Lloyd's explicitly extends its modern slavery commitments to employees of suppliers working on its sites, and has proactively sought to improve the living standards of those workers through the Living Wage Foundation
- All Lloyd's suppliers are required to commit to anti-slavery compliance, take steps to identify and reduce modern slavery risks, and comply with all applicable national wage and working hour laws
- Lloyd's conducted a full supply chain risk triage during the period using the Alliance Bernstein Framework for Mapping Modern Slavery Risk, finding no supplier in both a high-risk sector and high-risk territory

On the basis of this review, Lime is satisfied that Lloyd's framework provides proportionate coverage for the indirect facilities services provided under the lease arrangement.

3.3 Risk Assessment

A business-wide modern slavery risk assessment was completed during the review period. The key findings were:

- Lime's core financial services operations carry low inherent risk of direct modern slavery exposure.
- The primary risk area identified relates to supply chain and outsourced services, particularly facilities management.
- A risk register was maintained and is subject to periodic review.

No incidents or concerns relating to modern slavery were identified during the review period.

4. Next Steps for the Coming year

Building on the work completed during this review period, Lime will continue to strengthen its approach by:

- Embedding modern slavery awareness training into Lime's standard compliance onboarding programme alongside existing modules including anti-bribery, anti-money laundering and financial crime, and maintaining 100% completion on an ongoing basis
- Developing and implementing a proportionate, risk-based supplier due diligence process in respect of modern slavery risk

This statement was approved by the Board of Lime Syndicate Management Limited on 27 May 2026:

Signed by:

Signed: ______________________
C3C5E6B575194EB...
Jamie Lewis
Chief Executive Officer, Lime Syndicate Management Limited