

# Maiden Holdings, Ltd. Modern Slavery Statement

Slavery and Human Trafficking Statement for the financial year ended 31 December 2020 for Maiden Holdings, Ltd and its subsidiaries ("Maiden") in accordance with the provisions of the United Kingdom Modern Slavery Act 2015 (the "Act").

## 1. Introduction

Maiden has a zero tolerance policy towards slavery and human trafficking within any part of Maiden's business or its supply chain. Maiden is committed to acting with integrity, honesty and fairness and in compliance with all applicable laws. In doing so, Maiden follows ethical business practices to protect workers from being abused and exploited.

## 2. About Maiden

Maiden is a provider of non-catastrophic reinsurance and insurance products and insurance-related services. Maiden is subject to the supervision of relevant regulatory authorities where it has operations.

Maiden is headquartered in Bermuda and employs over 50 employees and shares in Maiden Holdings, Ltd. are publicly traded on the NASDAQ.

## 3. Our Policies

Maiden operates a number of policies that mitigate the risk of slavery and human trafficking including policies in respect of: outsourcing; whistleblowing; anti-money laundering; and bribery and financial crime. Overarching these is Maiden's Global Code of Business Conduct and Ethics which requires employees to act with integrity, honesty and fairness at all times.

## 4. Our Supply Chains

Due to the nature of its business, the Board of Maiden considers that the risk of it or its supply chains being involved or complicit in slavery or human trafficking is low. Maiden is not a producer, manufacturer or retailer of physical goods.

## 5. Our Due Diligence Processes

Maiden recognises that there may be a risk of slavery and/or human trafficking through organisations with whom Maiden contracts. Consequently, Maiden conducts careful due diligence to ensure that there is no apparent risk of slavery and/or human trafficking. Maiden seeks only to engage with reputable organisations that do not engage in any form of slavery and/or human trafficking.

### 5.1 Reporting Concerns

If an employee has any concerns, they can report their concerns to Human Resources. If the employee is not comfortable or does not wish to report the matter to Human Resources, they can report this to a manager or utilize the Maiden Ethics Hotline.

## 6. Recruitment

Maiden ensures appropriate controls are in place to ensure all employees are protected by applicable employment legislation.

This statement is made in accordance with s54(1) of the UK Modern Slavery Act 2015.



Lawrence F. Metz

Director, President and Co-Chief Executive Officer  
Maiden Holdings, Ltd.

Date: 01.20.2021