

## **Report on Forced Labour and Child Labour in Supply Chains**

### **National Liability & Fire Insurance Company (Canada Branch)**

National Liability & Fire Insurance Company's ("NL&F") Canadian Branch is committed to combatting all forms of modern slavery and carrying out our business in a fair, honest, ethical and open manner. We are committed to taking steps to ensure that human rights abuses, in any form, do not occur in either our business or supply chains. Neither we, nor to the best of our knowledge, our supply chain, make use of any form of modern slavery.

#### **Our structure, activities and supply chains**

A subsidiary of Berkshire Hathaway Inc., NL&F is a licensed property and casualty insurance company. NL&F is domiciled in Connecticut and maintains a branch in Canada. NL&F on a foreign branch basis and is regulated by the Office of the Superintendent of Financial Institutions. NL&F also operates under the authorized trade name of Berkshire Hathaway Specialty Insurance.

Insurance products are intangible. The production process is an intellectual one, combining the application of expert knowledge with capital; it does not include physical labour. The typical workforce is generally dominated by highly skilled and well-compensated professionals.

Infrequently, the Canadian branch of NL&F imports small amounts of marketing goods, office supplies, and network equipment into Canada from their headquarters or suppliers in the United States of America. The goods imported make up a very small portion of the Canadian branch's expenditures.

#### **Policies and due diligence processes**

NL&F has a Code of Business Conduct in place, which guides its employees to fair and ethical business conduct and explains its shared responsibilities to the public and its business partners. This Code is an essential means for achieving NL&F's corporate goals and instilling a culture of compliance and ethical conduct. Every NL&F employee is expected to be familiar with the Code, and every manager is expected to ensure observance of these rules.

Across NL&F's business, the procurement of all goods and services from external vendors is governed by policies and supplier processes to ensure a robust and consistent approach



to supply chain risks. These processes also include conducting regular staff compliance and awareness training on the NL&F Code of Business Conduct and its vendor governance policies and procedures. NL&F will not support or do business knowingly with anyone involved in any form of slavery or human trafficking.

### **Forced labour and child labour risks**

Given the nature of NL&F's business, the risk of modern slavery in its supply chain is low. To the best of NL&F's knowledge and belief the supply chains of the Canadian branch of NL&F do not make use of, any for of forced labour or child labour.

### **Remediation measures**

All NL&F employees are subject to and benefit from employment and compliance policies that seek to eliminate the risk of modern slavery in the workplace and encourage all staff to work ethically. NL&F also operates a whistleblowing policy to provide the ability for employees to raise any concerns they have regarding activities or behavior in the workplace anonymously and for those concerns to be investigated in a confidential manner.

### **Training**

NL&F conducts regular mandatory compliance and awareness training on the NL&F Code of Business Conduct and its vendor governance policies and procedures, which all employees must complete.

### **Assessing effectiveness**

Currently, NL&F does not take any further affirmative actions to assess effectiveness in preventing and reducing risks of forced labour and child labour in their activities and supply chains.