

# 2016

# Aviva's Modern Slavery Statement and Human Trafficking Statement

Aviva is committed to respecting human rights in all its operations and external business dealings. Our commitment to human rights is reflected in our [Human Rights Policy](#).

Aviva recognises modern slavery, servitude and forced or compulsory labour, and human trafficking ("Modern Slavery") as grave violations of many human rights and freedoms. Our [Aviva Values](#) compel us to take our responsibilities in this area seriously, in particular our Values of Care More and Create Legacy.

As required by the Modern Slavery Act 2015 (the "Act"), this statement describes the steps Aviva plc has taken during the financial year ended 31 December 2016 to ensure that Modern Slavery is not taking place in our supply chains or within our own business.

## VII. About our business

Aviva provides life insurance, general insurance, health insurance and asset management to 33 million customers, across 16 markets worldwide. More information about our business can be found here <http://www.aviva.com/about-us/>

## VIII. Scope of our assessments in 2016

During 2016, we focused our efforts on the Aviva entities registered in the UK and a sample of their suppliers that have a direct business relationship with Aviva, regardless of where these may be based. A list of the Aviva entities identified in scope of the Act can be found within Annex 1 of this statement. Our intention is to widen this scope to include non-UK Aviva entities in future years.

## IX. Our progress

Aviva has a [Human Rights Policy](#) and other policy documents that contribute to managing the risks of Modern Slavery. During the year we conducted a review of the existing policies to ensure that there is explicit reference to these risks, where possible.

During 2016 we have:

- Assessed the risks of Modern Slavery within our own business.

Within the assessment of our own business we considered the nature of our business which is mostly office based work and the implementation and effectiveness of the policies we have in place to support human rights, as well as the controls and procedures embedded in our hiring practices, pre-employment checks and people management.

- Conducted due diligence on a sample of our suppliers.

We gathered information from our supplier databases to create an overview of our supplier population. We then proceeded to select a sample of our suppliers based on risk criteria that included the type of services provided to Aviva, amongst others. The sample included a large percentage of our managed supply<sup>1</sup>. In total we selected over 300 suppliers which were then engaged through a survey which included questions relevant to assessing the risks of Modern Slavery. The results of this survey will inform our engagement with suppliers in 2017.

Within our direct supplier base, we also have a number of suppliers working at Aviva premises, for example, providing services related to the running of our premises such as cleaners, caterers and security. As a member of the Living Wage Foundation, we ask all suppliers working on Aviva premises to ensure that these employees are paid at least the [National or London Living Wage](#).

<sup>1</sup> Managed Supply is defined as the population of supply that by its nature is sufficiently important to the business that it requires active management of supply risk. All Aviva entities are required to identify their managed supply populations.

- Reviewed our policies, business standards, and codes of conduct including our: Business Ethics Code, Human Rights Policy, Supplier Code of Behaviour, People Business Standard, and Supplier Contract templates.

We have updated our Business Ethics Code to include explicit reference to human rights and Modern Slavery as examples of issues that can be reported through our independent malpractice reporting service (RightCall).

Our Supplier Code of Behaviour now includes prevention of Modern Slavery as an explicit requirement of the commitment to human rights which we ask our suppliers to adhere to.

We have created new contract clauses to set out our expectations regarding Modern Slavery; these are included in the standard template supplier agreements for any new contracts from November 2016 onwards.

- Provided training

Procurement Managers and Supplier Relationship Managers have received basic training, which covered the offences as defined in the Act and how to identify warning signs of Modern Slavery. Our aim is to continue raising awareness of the issues as they are complex and very difficult to identify. For this training we used a toolkit developed in collaboration with a financial services peer and supported by an external consultancy. The toolkit is available to employees on our intranet.

## **X. Reporting mechanisms**

Employees, business partners, and suppliers with concerns regarding Modern Slavery can report them through any of the following channels:

- a) Independent reporting service: RightCall  
Email: [rightcall@expolink.co.uk](mailto:rightcall@expolink.co.uk)  
Website: <http://www.expolink.co.uk/rightcall>  
Telephone: UK 0800 915 4043

- b) Through our Corporate Responsibility inbox at: [CR.team@aviva.com](mailto:CR.team@aviva.com)

## **XI. Next steps**

We are committed to continue improving our approach to respecting human rights and preventing Modern Slavery. As part of this approach, in 2017 we will:

- Develop our existing supplier due diligence document to consider Modern Slavery risk.
- Review and, where necessary, improve processes created in 2016 to manage the risk of Modern Slavery.
- Continue with the delivery of training for our procurement and supplier management employees, and other employees as appropriate.
- Begin identifying appropriate KPIs for future measurement and reporting.

## **XII. Process followed to issue this statement**

The boards of the Aviva entities identified within scope as listed in Annex 1, as well as the Aviva plc Board, have approved this Statement.



**Mark Wilson**  
Group Chief Executive Officer

## Annex 1

### Aviva entities within scope for 2016 statement:

Aviva Annuity UK Limited  
Aviva Equity Release UK Limited  
Aviva Health UK Limited  
Aviva International Insurance Limited  
Aviva Insurance Limited  
Aviva Investors Employment Services Limited  
Aviva Investors Global Services Limited  
Aviva Investors Pensions Limited  
Aviva Investors UK Fund Services Limited  
Aviva Life & Pensions UK Limited  
Aviva Life Holdings UK Limited  
Aviva Life Services UK Limited  
Gresham Insurance Company Limited  
Solus (London) Limited  
Aviva Employment Services Limited  
Aviva Europe SE  
Aviva Group Holdings Limited  
Aviva International Holdings Limited  
Aviva plc  
Friends Life and Pensions Limited  
Friends Life Holdings plc  
Friends Life Limited  
Friends Life Management Services Limited  
Friends Life Services Limited  
General Accident plc  
Aviva Investors Holdings Limited  
Aviva Investors UK Funds Limited  
Sesame Limited  
Sesame Services Limited