



Modern Slavery Statement for the period ending 31 December 2024

V1: for Ebix Europe Limited

Introduction from Pete Smyth, Vice President of Ebix

Ebix Europe Limited (“Ebix”), is a leading UK based supplier of on-demand software products, solutions, and services to the insurance industry. This statement sets out our ongoing commitment as a responsible business to ensure that modern slavery and human trafficking is eradicated. This is our slavery and human trafficking statement for the purposes of [Section 54\(1\) of the Modern Slavery Act 2015 \(“MSA”\)](#). This statement explains the steps we are taking and the processes we have already implemented to combat slavery and human trafficking. This statement covers the period ending 31 December 2024 and was approved by the Ebix Senior Management Team.

Our Business

Through its various SaaS-based software platforms, Ebix employs business and technology professionals to provide products, support, and consultancy to London’s insurance industry. Ebix Europe provides products, services, and comprehensive solutions to cater for various aspects within the commercial insurance lifecycle. We have modernised the insurance industry by digitising and streamlining insurance processes.

Ebix Inc., our ultimate parent organisation, based in Atlanta, USA, has 50+ offices across Australia, Brazil, India, New Zealand, Singapore, the USA, and the UK. It powers multiple exchanges across the world in the field of finance, life, annuity, health, and property & casualty insurance while conducting more than \$100 billion in insurance premiums annually on its platforms.

Our Supply Chains

We consider the risk of slavery or human trafficking within our supply chain to be low to non-existent. Our supply chain includes providers of professional services, IT services and equipment, office facilities services, recruitment and training, advertising, and marketing, and business operations and infrastructure support.

Our Employees

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees, and ensure that we can confirm their identities, and that they are paid directly into an appropriate, personal bank account. We have policies and procedures in place to ensure compliance with all human rights laws and employment laws and all staff are remunerated fairly. We are satisfied that our employees are not exploited in any way.

Our policies on slavery and human trafficking

We have a zero-tolerance approach to modern slavery and human trafficking, and as such we are committed to ensuring that there is no modern slavery or human trafficking in our offices, supply chain or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships.

Actions taken or planned.

Considering slavery and human trafficking risks are low to the business and our straightforward supply chains, our planned approach is one that is proportionate, and risk based and will focus on:

- Key service provider on boarding: enhance checks and seek confirmation of their compliance with MSA.
- Due diligence: focusing on existing key service providers, assess and review their approach to combatting slavery and human trafficking.
- Training: develop staff training to include education on slavery and human trafficking.

Document Control & Approval

This Statement will be regularly reviewed (at least annually) and updated as needed. This Document was written by Sonali Parab (Yande) Compliance and Data Protection Officer, and approved by Pete Smyth: Vice President for Ebix Europe Limited, on 3rd September 2024.