



## MODERN SLAVERY ACT STATEMENT

Statement on behalf of Cigna Healthcare in the UK for the financial year ending December 31, 2024

### 1. Introduction

As a major global provider of insurance and other solutions to improve the health, well-being and sense of security of our customers, Cigna Healthcare is committed to acting as a responsible corporate citizen and supporting fundamental human rights. It recognises its part in combating all forms of forced labour, slavery and human trafficking. All Cigna companies throughout the world are bound by Cigna's Human Rights Statement, located here: [Cigna Healthcare - Human Rights Statement](#).

### 2. Structure

Cigna Healthcare in the UK conducts its business through a number of different companies, namely Cigna Life Insurance Company of Europe S.A.-N.V., UK branch, Cigna Europe Insurance Company S.A.-N.V., UK branch and Cigna European Services (UK) Limited. This statement is made on behalf of all those companies.

### 3. Our Employment Practices

Cigna Healthcare is committed to treating all its employees with respect and protecting their human rights, dignity, and security in the workplace. We operate a suite of policies and safeguards to ensure employees are treated fairly and have the opportunity to raise any grievances or concerns, and have them investigated impartially. When we recruit, we work only with reputable agencies and conduct rigorous pre-employment checks. We operate a compensation and benefits processes which ensure the salaries we pay are reviewed annually, benchmarked against the wider market, and represent fair remuneration for the effort and commitment shown by our teams on a daily basis.

Cigna Healthcare operates non-retaliation policies which ensure that staff can raise concerns about ethical or other matters in good faith without fear of suffering adverse consequences.

The benefits and rights available to Cigna Healthcare staff are detailed and easily accessible on our Staff Intranet site, and our Human Resources Department is available to advise all employees and address any concerns that they may have about their employment.

### 4. Our Supply Chain

In procurement of goods or services to support our business, we expect a high level of ethical conduct from our suppliers. We incorporate a Supplier Code of Ethics into our supplier relationships which, among other matters, requires respect for human rights and prohibits the use of forced labour by our suppliers. Cigna Healthcare's standard third party contracts ensure suppliers are contractually obliged to adhere to our Supplier Code of Ethics, located here: [Cigna Group - Supplier Code of Ethics](#)

Cigna Healthcare operates a rigorous Global Procurement & Third Party Management process. This process involves risk-assessing and conducting due diligence on our suppliers in proportion to their risk and criticality, ensuring that supplier contracts contain key provisions required by Cigna Healthcare, and conducting appropriate ongoing governance and monitoring during the supplier relationship. Our assessment processes include a third party ESG

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evaluation process for key suppliers, which includes elements of labour practices, with plans to expand the program to a broader supplier base in the future.

## **5. Our Ethics Helpline**

Cigna Healthcare prescribes a Code of Ethics which applies to all its companies and staff around the world. Cigna Healthcare staff have a variety of methods by which they can escalate concerns about breaches of the Code, or any other matters, including through their line management and local compliance officers. Cigna Healthcare also operates and promotes its Ethics Helpline, which is a channel for staff to raise any concerns they have about Code breaches or other ethical issues anonymously. All reports to the Ethics Helpline are investigated independently and confidentially by our Corporate Audit Department.

This statement is made in compliance with section 54(l) of the Modern Slavery Act 2015.

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