

Modern Slavery Policy

This document describes the firms policy relating to modern slavery.

Revision History

	A	B	C	D	E	F
1	Revision	Date	Status	Reason(s) for change	Who	Notes
2		August 2020	Draft	New policy document	Paul Dinter	
3		September 2020	Approved		David George	
4						
5						

Policy Owner(s) and Key Individuals

	A	B	C	D
1		Name	Job Role	Notes
2	Policy owner	David George	CEO	
3	Relevant Persons	Paul Dinter	Compliance + Risk Officer	
4				

1. Introduction

Bikmo is committed to integrity in the conduct of our business and we take our obligations in relation to the prevention of Modern Slavery very seriously.

This Statement is made pursuant to Section 54 (1) of the UK Modern Slavery Act 2015 and sets out the steps that Bikmo has taken to prevent slavery and human trafficking within its business or supply chains.

Modern slavery offences as defined by the Modern Slavery Act 2015 are:

- Slavery, servitude and forced of compulsory labour
- Human trafficking
- Meaning of exploitation
- Committing offences with the intend to commit human trafficking

We are committed to taking appropriate steps to ensure that Modern Slavery does not occur within any part of our business or supply chains and seek to source and purchase all of the products and services used in our business operations from suppliers who share this commitment.

Our commitment to preventing Modern Slavery is highlighted by a public statement on our website and all members of staff adhere to this commitment.

2. Our business model and supply chain

Bikmo's principal business is the sale of insurance against theft, vandalism and accidental damage for bicycles. The insurance policies are advertised and distributed through a variety of channels:

- online,
- partnerships,
- and insurance brokers.

As an insurance broker Bikmo designs policies and products and handles the communication with customers but is not underwriting the policies. Neither does Bikmo hold authority for the handling of claims. The underwriting and handling of claims are the responsibilities of:

- UK: Hiscox UK
- IE: Great American International Insurance
- DE + AT: Hiscox DE

The settlement of claims is done as much as possible in collaboration with local retailers and bike shops.

3. Our policies and procedures to prevent modern slavery

Bikmo's commitment to the prevention of modern slavery is expressed through a variety of policies and procedures which contribute to reducing the risk of modern slavery occurring within Bikmo's business or supply chains.

- Bikmo's employees are required to abide by high ethical standards and to uphold the law and all legal requirements ([Ethical Code and Conduct](#) / [CII Code of Ethics](#))
- Bikmo is committed to transparency, the value of community and social standards as well as sustainability and has obtained the B Corp certification in 2019 ([Sustainability Policy](#))
- Actively fighting bribery, corruption and financial crime is part of Bikmo's core values and embedded in all of Bikmo's processes and procedures ([Financial Crime Policy](#) / [Anti-Bribery and Corruption Policy](#) / [Anti-Fraud Policy](#))
- New partners and suppliers are subject to a due diligence process and on-going monitoring, depending on the extent of the partnership or the goods and services being procured ([Due Diligence Process](#))
- Bikmo has implemented processes for employees to safely report on any wrongdoing without fear of discrimination or reprisals ([Whistleblowing Policy](#))

4. Our employees

Our working practices aim to respect and uphold all human rights for our employees and contractors working at our offices.

The benefits and rights available to our employees are set out in detailed and accessible documentation and resources are available to address any concerns that employees may have concerning their employment. If there are any genuine concerns about any wrongdoing or breaches of law, these concerns can be raised in confidence, without fear of disciplinary action, in accordance with our [Whistleblowing Policy](#).

5. Document retention

This document is reviewed and updated annually. It is retained for 6 years from the date at which it is superseded by a more up to date policy.