

Insurance & Reinsurance Legacy Association Limited ('IRLA'): Code of Conduct

This statement constitutes IRLA's Code of Contract position.

The board of directors of IRLA (the 'Board') believe that an important principle of leadership is to set a positive example regarding fair and ethical behaviour, and that IRLA members will respond positively in their own behaviours based on what they see of the Board's conduct. The Board pledge to treat all members with courtesy and ask the same in return. The Board also asks that members treat fellow members and IRLA/AMS staff with respect, without aggression, abuse or harassment.

The Board and IRLA/AMS staff have the right to perform their duties and to assist others without fear of being assaulted, threatened, verbally abused or discriminated against. Any actions, unintentional or otherwise, whether physical or verbal (including threatening or abusive language made in person, over the telephone or in written communication), which cause members, the Board or IRLA/AMS staff to feel threatened, uncomfortable or embarrassed are unacceptable and will not be tolerated.

A single incident can amount to harassment and will be treated seriously. Any reported act or threat of physical or verbal abuse, or discrimination will be reported to the member's employer with details of the incident.

The statement is reviewed regularly by the Board to ensure its continuing suitability and relevance to IRLA's activities.

12.23