

LIH UK Topco Limited (Registered number: 5937963)

Year ended 30 April 2022

Statement by the directors in performance of their statutory duties in accordance with s172 (1) Companies Act 2006

The board of directors of LIH UK Topco Limited, consider, both individually and together, that they have acted to promote the success of the Group for the benefit of its members as a whole in the decisions taken during the year ended 30 April 2022. In doing so the directors have taken regard to:

- Likely consequence of any decisions in the long term - the long term strategy of the Company, and its subsidiaries, is addressed within the five year strategic plan. The five year plan is developed on the basis that we shall continue to differ from our competitors by providing a high quality client service, and primarily growing organically. Our independence, as a privately owned company, separates us from our peers and ensures we can make our own decisions for the benefit of our members. The Company has a strategic five year plan, which is refreshed on an annual basis. Within the current plan, we have set out a key milestone to achieve revenue in excess of £800m by FY 2026.
- Interests of the Group's employees - the Group's long term success depends on developing all associates to meet its business needs and therefore we provide a wide range of opportunities for personal development. We also ensure that Lockton is a firm that promotes equal opportunities and is a responsible employer in the approach to associates' pay and benefits, regardless of background or personal circumstance. With the changing workplace environment, Lockton has ensured there has been active employee engagement to develop an agile working policy that also fits the needs of the business and ensuring the best service is provided to our clients.
- The need to foster the Group's business relationships with suppliers, customers and others - Lockton promotes a 'broking done differently' culture which leads to more collaborative relationships with open, honest and transparent communications with clients and suppliers. We aim to treat suppliers fairly and ensure payment of all invoices within payment terms.
- The impact of the Group's operations on the community and the environment - we ensure that we are considerate of our operations' impact on the community and the environment. We take accountability of our impact on the environment by measuring our carbon emissions and produce a report which outlines ways in which we have managed our energy consumption to minimise usage. In accordance with Streamlined Energy and Carbon Reporting ('SECR'), we also disclose our consumption and management within our annual report. Proposed performance measures within the SECR will deliver environmental improvements.
- Wider social responsibilities and impact on the regions in which we operate - the Group encourages different divisions within the Group to create a positive change through community days. This enables us to leverage our skills and people to support the communities around us. We have a strong charitable culture at Lockton, with money raised by various initiatives organised by our associates. We have our own UK charitable trust, Lockton Charitable Association, through which funds raised can be donated to various causes including those nominated by our own people. As a business we have decided to raise money both with corporate funds and associates' donations to support the safety and well-being of those affected by the humanitarian crisis in Ukraine.
- The desirability of the Group to maintain a reputation for high standards of business conduct - the tone from the top is set through the Lockton philosophies. These philosophies promote the high standards of excellence culture we expect from all of our associates. The philosophies also establish the ethical, moral and caring culture which all must adhere to.
- The need to act fairly as a whole between stakeholders of the Group - our aim is to behave responsibly towards stakeholders of the Group and treat them fairly and equally. The successful delivery of the five year plan will mean that all members benefit.