



Product Statement

Fair Value Assessment Outcome & Target Market Information

This document¹ has been produced by Travelers Europe in accordance with our regulatory responsibilities as a Product Manufacturer of UK General Insurance products. It is intended for use by our Distributors and not for customers or operational staff.

For more information, please speak to your usual Travelers representative.

¹ This document is based on the Product Value – Information Exchange Template, version 8 November 2021 (LMA9197), developed by the following trade associations for use by all market participants to meet the requirements of the Financial Conduct Authority's product governance rules relating to information exchange: the British Insurance Brokers' Association (BIBA), the London and International Insurance Brokers' Association (LIIBA), the Lloyd's Market Association (LMA), the International Underwriting Association (IUA), the Managing General Agent's Association (MGAA) and the Association of British Insurers (ABI).

Product Value - Information Exchange Template

Carrier name	Travelers Insurance Company Limited / TIDAC UK Branch
Broker name	As stated in TOBA
Product name	Employment Practices Liability Insurance
Reference/UMR [Binder]	n/a
Reference [Class of Business]	TRV2875 04.21 TRV2876 04.21
Date	Qtr 3 2023

Manufacturer Information
<p>Product information</p> <p>Employment Practice Liability Insurance product is designed to protect both a company and its employees from the financial impact arising out of allegations of a breach of employment law. The insurance covers the defence costs, settlements and judgements associated with claims received alleging an employment practice violation.</p> <p>This product provides the following features and cover:</p> <ul style="list-style-type: none"> • Unfair, wrongful or constructive dismissal • Breach of any written or oral employment contract • Discrimination • Wrong demotion, evaluation, deprivation of a career activity • Wrongful failure to promote or progress • Harassment • Invasion of employment related privacy and breach of data privacy • Employment related defamation • Retaliation • Employment related emotional distress • Breach of TUPE regulations • Attendance compensation costs <p>This product can be purchased as part of a Management Liability package</p> <p>This product does not include any optional covers.</p> <p>Please refer to the policy documentation for full details of cover and exclusions.</p> <p>In accordance with the FCA PROD4 rules, a product review and fair value assessment has been completed for this product.</p> <p>The product has been subject to Travelers's full product review process and signed off by our authorised approvers as representing fair value to customers and may continue to be marketed and distributed.</p> <p>This product meets the needs detailed within the Target Market Statement.</p> <p>The product provides fair value to customers and is working as designed. Key metrics on usage and product value are monitored and there are no concerns that the product cannot be used or that there are any barriers to claim.</p> <p>Our assessment of fair value includes review of the following management information (where available – not all data will be available for new products) as well as any other relevant insight:</p> <ul style="list-style-type: none"> • Average Premium • Average Claims Pay-out • Loss Ratio • Policy Cancellations • Claim Declinatures as % of Total Claims • Claims Acceptance Rate • Ex gratia Payments Made

- Number of Complaints
- Complaints as % of Claims

Target market

The target market for this product includes:

- Micro enterprises
- Small and medium enterprises
- Incorporated (Limited Companies) or unincorporated businesses or both
- Not for profit organisations

and their directors, officers, and managers domiciled in the UK or Ireland.

Types of customer for whom the product would be unsuitable

This product is unsuitable for:

- Publicly traded companies
- Listed companies or financial institutions,
- Companies domiciled outside of the United Kingdom and Ireland

Any notable exclusions or circumstances where the product will not respond

Applicable significant limits include but are not limited to:

Exclusions

- Arbitration
- Bodily Injury and Property Damage
- Breach of Minimum Wage Legislation
- Employment Contract, Employment Related Benefits, Unpaid Wages
- Health and Safety, Employers Liability
- Pension
- Prior Circumstances and Prior or Pending Claims
- Strikes, Failure to Consult and Redundances
- Modifications for Disabled Persons
- USA

Sub-limits

- Attendance Compensation Costs

Excess

- An excess applies each and every claim

Other section specific limits and exclusions will apply, please refer to the policy documentation for full details.

Other information which may be relevant to distributors

A factsheet for this product is available.

The distribution strategy is considered appropriate for the target market with customers having the option to purchase these products through a distributor of their choice. This product may be sold by suitably skilled agents/sub-delegates:

- On an advised basis
- face-to-face
- via telephone
- online

To ensure the customer receives fair value for this product and that they are able to make an informed choice:

- The customer's demand and needs must be assessed to ensure the product is appropriate,
- significant or unusual exclusions should be highlighted,
- care must be taken to ensure no duplicate cover exists or is created by an add-on,
- available add-ons and optional extras should be highlighted with the same emphasis as the main sections of cover,
- commission, fees or charges passed onto the customer must be proportionate to the service provided.

Date fair value assessment completed	Quarter 3 2023
Expected date of next assessment	Quarter 3 2024