



Fair Value Assessment

August 2026

*This document has been produced by AXIS in accordance with our regulatory responsibilities as a Managing Agent. It is intended to provide a summary of the product, target market, product distribution strategy, and the product approval process. It also sets out the outcome of the annual product review and fair value assessment. **This document is intended to be used by distributors and not provided to the end customer.** For more information, please speak to your point of contact.*

Note: this document is based on the Product Value – Information Exchange Template (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).

Carrier name	AXIS Managing Agency Limited / AXIS Specialty Europe SE
Product name	Employers' Liability
Reference [Class of Business]	General Liability
Date	August 2026

Manufacturer Information	
Product information	
This Employers' Liability product, also known as Workers' Compensation in some territories, is designed to protect employers against legal liability for employee injury, illness, disease or death arising from employment. It helps employers meet legal obligations and compulsory insurance requirements where applicable, subject to territorial legislation, local regulation, policy terms, conditions, limits and exclusions. Key Features: • Covers an employer's legal liability to compensate employees for injury, illness or disease arising from employment. • Includes compensation, legal defence costs and associated expenses where covered by the policy. • Supports compliance with compulsory insurance requirements in applicable territories. • Provides territory-specific cover reflecting local statutory and legal requirements. In the UK, the product provides the mandatory £10m Limit of Indemnity required under legislation. Other territories may operate different compulsory limits or require locally compliant Workers' Compensation or Employers' Liability arrangements. Limits and policy structure therefore differ by territory to ensure legal and regulatory compliance.	
Target market	
The product is intended for commercial customers that employ staff and have a legal, regulatory or contractual requirement to protect themselves against liabilities arising from employee injury, illness or disease. This includes micro-enterprises, SMEs, mid-market businesses, large corporate organisations, private and public companies, partnerships, charities, associations and organisations operating across sectors where employees may be exposed to workplace injury or occupational illness risks. Customer Eligibility: The product is suitable for commercial organisations that employ staff in territories where Employers' Liability or Workers' Compensation cover is required or otherwise appropriate, subject to AXIS underwriting appetite, territorial requirements and policy terms.	

Customer Needs Addressed:

- Protects employers against significant compensation awards, legal costs and related liabilities arising from workplace injury, illness or disease.
- Helps businesses manage financial exposure and support continuity where employees suffer injury, illness or disease in the course of employment.
- Supports employers in meeting legal obligations while helping injured employees access compensation.

Accessibility and support:

The target market may include customers with vulnerable characteristics, support should be provided as needed, through tailored communication, flexible payment options, and access to customer service teams trained to identify and assist those requiring additional support.

Please inform AXIS where you identify that this product has been consistently distributed to customers outside the intended target market.

Types of customers for whom the product would be unsuitable

The product is not suitable for:

- Consumers acting in a personal capacity.
- Individuals seeking personal insurance protection.
- Organisations that do not employ staff and therefore have no Employers' Liability exposure.
- Businesses in territories where AXIS does not offer Employers' Liability or Workers' Compensation cover.
- Risks outside AXIS underwriting appetite.
- Organisations seeking protection for exposures excluded by the applicable policy wording.
- Businesses seeking cover for losses suffered directly by the insured rather than liabilities owed to employees.
- US-domiciled businesses.

Any notable exclusions or circumstances where the product will not respond

The exclusions listed below are not exhaustive. Please refer to the policy documents for full details.

Notable exclusions are as follows:

- Asbestos.
- War.
- Terrorism.
- Radioactive and nuclear risks.
- Pollution.
- Financial loss.
- Cyber.

- Losses incurred by the insured, including first-party losses, except where outlined in the policy.
- Claims brought against the insured in a court outside the insured territories stated in the Schedule.
- Injuries sustained while an employee is being carried in or on, entering, or alighting from any vehicle for which compulsory insurance or security is required under road traffic legislation.
- Any amount payable under workers' compensation, social security, health insurance or similar legislation.
- Medical and/or repatriation costs.
- Injury arising while an employee is offshore.

Other information which may be relevant to distributors

As the distributor, you are regulatorily responsible for ensuring compliance with all relevant regulations. This includes acting in the customer's best interests to ensure good customer outcomes. Distributors should also consider any changes in circumstances that might make certain product features unsuitable, such as the distribution channel or payment methods.

Distribution Strategy for this Product:

This product can be distributed through Open Market Placements and Delegated Authority arrangements, and can be sold face to face, via distance sales methods or a mix of these, provided that customers receive sufficient, clear and appropriate information to make informed decisions regarding the suitability of the product.

This product may also be distributed via digital platforms, including online portals or broker systems, where appropriate controls are in place to ensure key product information, policy terms, and exclusions are clearly presented to customers prior to purchase.

The product can be sold on an advised basis or non-advised basis in line with FCA regulations or local regulations if the distributor is regulated outside of the UK.

Commission and Fees:

An assessment of the commission structure/ applicable fees paid has been carried out by AXIS and it is deemed to be appropriate and reasonable.

Coverholders must ensure that commission rates do not exceed the maximum limits set out in the Binding Authority Agreement/Underwriting Guidelines. They are also responsible for maintaining ongoing oversight of all broker commissions (where applicable).

If there is any indication that remuneration levels may undermine the value of the product, immediate remedial action must be taken. This includes notifying AXIS without delay.

Brokers are reminded of their own regulatory responsibilities under PROD 4.3.6, particularly in relation to remuneration practices. They must also ensure that all necessary disclosures regarding remuneration are made to the customer.

Where any party in the distribution chain charges a fee, the following principles must be observed:

- The fee must be proportionate to the service provided.
- It must not negatively impact the overall value of the product to the customer.
- The distributor must ensure that AXIS is informed of the fee amount and/or the method used to calculate it.

- The fee must be clearly identified in the statement of price.

How Value is Assessed:

In accordance with our regulatory responsibilities, we have a product review cycle and fair value assessment process across all our in-scope products. The fair value assessments consider product performance against several qualitative and quantitative metrics, including but not limited to:

- Acquisition costs including total commissions, total fees and other distributor information (where it is available).
- Complaints data including root cause analysis.
- Cancellation data including cancellation reasons.
- Claims information including declination rates and reasons.
- Loss ratios.
- Wording reviews (technical and plain English).

Outcome of Fair Value Assessment:

Following a full assessment of the product we confirm that the product provides fair value to customers in the identified target market and is expected to continue doing so for a reasonably foreseeable period. The review considered the product features, costs, and the product performance indicators including claims outcomes, complaint levels, cancellation rates, remuneration arrangements and customer retention metrics, none of which indicated material fair value concerns.

This assessment will be regularly reviewed in line with regulatory requirements to ensure continued alignment with Consumer Duty and good customer outcomes.

The following is excluded from the review and as a distributor you must consider:

- Any ancillary products sold alongside the product which may affect the product's value or duplicate cover provided with our product.
- Any fees or remuneration incurred through product packaging or charged further down the distribution chain to ensure they do not adversely impact the overall product value. If applicable, ensure that any net-rated commission arrangement demonstrates a fair value commission strategy.

Date Fair Value assessment completed	August 2026
Expected date of next assessment	August 2027