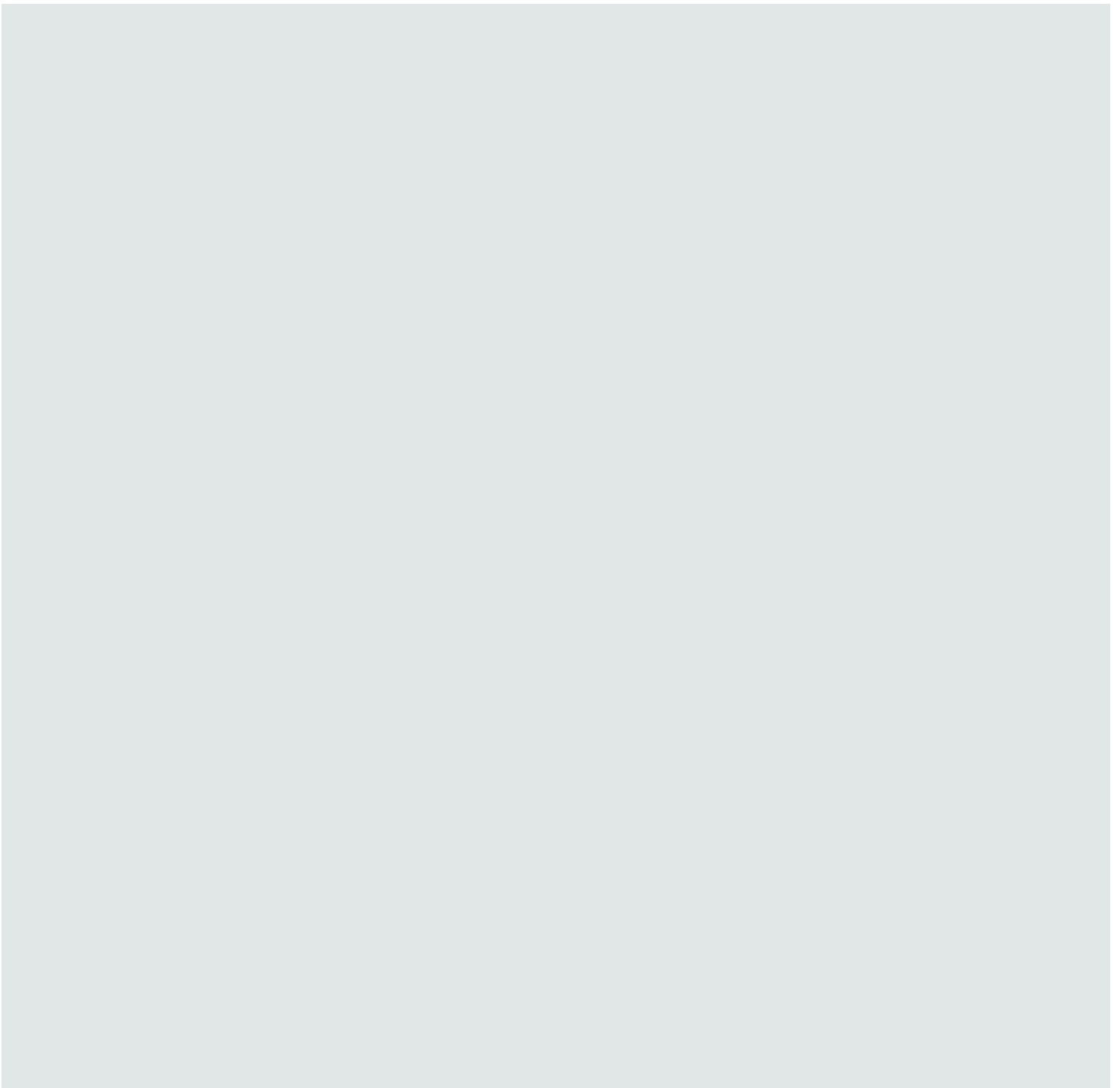


Employer's liability section

Policy document



Contents

Employers' liability section	3
Meaning of Words	3
The Cover	4
Limit of liability	4
Extensions to the employers' liability cover	5

Employers' liability section

This section forms part of **your** Zurich Tradesman policy. This section, the Zurich Tradesman policy, schedule, endorsements and any certificate(s) of motor and/or employers' liability insurance should be read together as if they are one document.

Meaning of Words

Certain words in this section of the policy have special meaning. These meanings are given below or defined at the beginning of the policy. To help **you** identify these words in the policy, **we** have printed them in **bold** wherever they appear.

Business

For the purpose of this section of the policy only, the definition of **business** extends to include:

- private work carried out by any of **your** employees for **you** or any of **your** directors or executives
- participation in exhibitions
- maintenance of property and premises owned by **you**
- the provision and management of canteen, social, sports and welfare organisations for the benefit of **your employees** and first aid, fire and ambulance services.

Damage

Loss or damage.

Other words with special meanings in this section are defined earlier in this policy. They are: **employee, our, us, we, you, your.**

The Cover

What is insured

Your legal liability for bodily injury or disease sustained by any **employee** which arises out of and in the course of his employment by **you** in connection with **your business**.

We will pay:

- all sums **you** become legally liable to pay for any claim for damages settled with **our** consent
- claimant's costs and expenses
- all costs and expenses **you** incur with **our** consent in defending any claim for damages
- costs **you** incur with **our** consent for:
 - a) representation at any Coroner's Inquest or Fatal Enquiry into any death
 - b) defending in any Court of Summary Jurisdiction any proceedings for any act or omission causing or relating to any one event.

Provided that the bodily injury or disease is caused:

- during any period of insurance
- within Great Britain, Northern Ireland, the Channel Islands or the Isle of Man.

What is not insured

Any liability:

- for bodily injury or disease sustained by any **employee**:
 - i) on any offshore installation or support or accommodation vessel for any offshore installation or
 - ii) in transit to from or between any offshore installation or support or accommodation vessel
 - for which compulsory motor insurance or security is required under any of the following:
 - i) the Road Traffic Act 1988 as amended by the Motor Vehicles (Compulsory Insurance) Regulations 1992
 - ii) the Road Traffic (Northern Ireland) Order 1981 as amended by the Motor Vehicles (Compulsory Insurance) Regulations (Northern Ireland) 1993
- or any other compulsory road traffic legislation.

Limit of liability

The most **we** will pay for any one claim against **you** or by **you** or series of claims against **you** or by **you** arising out of any one cause is shown on the schedule to this policy.

The limit of liability payable under this section of the policy in respect of any claim against or by **you** or series of claims against or by **you** arising directly or indirectly from TERRORISM shall be £5,000,000.

For the purpose of this section of the policy TERRORISM shall mean any act

1. involving serious violence against a person; and/or
2. involving serious **damage** to property; and/or
3. endangering a persons life, other than that of the person committing the act; and/or
4. creating a serious risk to health and safety of the public or a section of the public; and/or
5. designed seriously to interfere with or seriously disrupt an electronic system

the use or threat of which is made for the purpose of advancing political, religious or ideological cause and to intimidate or seek to intimidate the public or a section of the public.

The amount shall be inclusive of:

- i) all legal costs and other expenses incurred by any claimant or claimants
- ii) all legal costs and other expenses incurred in defending any claim or claims.

Where **we** agree to indemnify more than one party then nothing in this policy shall increase **our** liability to pay any amount in respect of one claim or series of claims in excess of the limit of liability.

Extensions to the employers' liability cover

Unsatisfied court judgements

What is insured

If any **employee** or his personal representatives obtains a judgement for damages for bodily injury or disease against any company or individual operating from premises within Great Britain, Northern Ireland, the Channel Islands or the Isle of Man and that judgement remains unpaid for more than six months **we** will pay to the **employee** or his personal representatives, at **your** request, the amount of any unpaid damages and awarded costs.

Provided that:

- the bodily injury:
 - i) is caused during the period of insurance
 - ii) arises out of and in the course of his employment in **your business**
- there is no appeal outstanding
- if any payment is made under this extension the **employee** or his personal representatives shall assign the judgement to **us**.

Court attendance expenses

What is insured

We will pay **you** the rates shown below if any such people are required to attend court as a witness at **our** request in connection with a claim for which insurance is provided under this section of the policy:

- **you** or **your** partner or any director £500 per day
- any **employee** £250 per day.

Indemnity to Principal

In the event of any claim for which **you** would be entitled to receive indemnity under this section of the policy being brought or made against any Public or Local Authority or other Principal **we** will indemnify the said Public or Local Authority or other Principal against such claim and/or any costs, charges and expenses for such claim.

Indemnity to directors and *employees*

If the following people have a claim made against them for which **you** would be insured by this section of the policy, **we** will pay for any amounts for which they are legally liable:

- any director or **employee**
- any officer, member or **employee** of **your** social, sports or welfare organisations or first aid or medical arrangements (but excluding medical practitioners) fire or ambulance services.

Provided that:

- **you** request **us** to do so
- such people keep to the terms and conditions of the policy.

Health and Safety at Work Act 1974

What is insured

We will pay, at **your** request, all legal fees and expenses reasonably incurred by the solicitors engaged with **our** consent to act for or on behalf of any of **your** directors or **employees** to defend a criminal charge brought under:

- the Health and Safety at Work Act 1974, or
- the Health and Safety at Work (Northern Ireland) Order 1978

occurring during the Period of Insurance and arising out of their employment with **you** in connection with **your business**.

Provided that:

- this extension shall only apply to proceedings brought within Great Britain, Northern Ireland, the Channel Islands and the Isle of Man
- the director or **employee** tells **us** immediately if any summons or other legal process is served upon him and of any event which may give rise to legal proceedings against him.

Personal representatives

In the event of **your** death **we** will pay **your** personal legal representatives for liability incurred by **you** provided that such representatives shall keep to the terms and conditions of the policy.

Work overseas

The insurance provided by this section of the policy applies anywhere in the world where **your** directors, partners or **employees** are on temporary visits for work in relation to **your business**.

Provided that they are normally resident in Great Britain, Northern Ireland, the Channel Islands or the Isle of Man and their contract of service or apprenticeship was entered into in the aforesaid countries.

What is not insured

Proceedings brought outside Great Britain, Northern Ireland, the Channel Islands or the Isle of Man.

This extension shall not apply:

- where proceedings relate to any deliberate or intentional act or omission
- to fines or penalties of any kind or the cost of appeal against improvement or prohibition notices.

Any part of the cost of any investigation or inquiry other than a solicitors investigation restricted to the charge.

Any liability for manual work carried out in the United States of America or Canada.

Corporate Manslaughter and Corporate Homicide Act 2007

What is insured

We will indemnify you against costs and expenses incurred with our prior written consent in the defence of any criminal proceedings arising from an alleged breach of the Corporate Manslaughter and Corporate Homicide Act 2007 or any equivalent legislation in the Isle of Man or the Channel Islands committed or alleged to have been committed during the period of insurance in the course of the business including any appeal against conviction arising from such proceedings.

Provided always that:

- a) our liability under will not exceed £5,000,000 in any one period of insurance. This limit will form part of and not be in addition to the limit of indemnity stated in the policy
- b) this clause will only apply to proceedings brought in Great Britain, Northern Ireland, the Isle of Man or the Channel Islands
- c) we must consent in writing to the appointment of any solicitor or counsel who are to act for and on your behalf
- d) you will give us immediate notice of any summons or other process served upon you which may give rise to proceedings under this clause
- e) in relation to any appeal counsel has advised there are strong prospects of such appeal succeeding
- f) where we have already indemnified you in respect of legal costs or expenses incurred in the defence of any criminal proceedings arising out of the same cause or occurrence which gave rise to the charge of and or investigation connected with corporate manslaughter or corporate homicide under another clause of the policy the amount paid under that clause will be taken into account in arriving at our liability payable under this clause.

What is not insured

Any liability for:

- a) any deliberate or intentional criminal act committed by you giving rise to a corporate manslaughter or corporate homicide charge
- b) fines or penalties of any kind
- c) the defence of any criminal proceedings brought or in an appeal against conviction arising from such proceedings in respect of a breach of the Health and Safety at Work, etc. Act 1974 or any regulations made thereunder
- d) defence costs available from any other source or provided by any other insurance or where but for the existence of this clause indemnity would have been provided by such other source or insurance

All extensions to this section of the policy are subject to the following:

- we shall not be liable unless we have the sole conduct and control of all claims
- they shall not apply to any liability which is insured under any other policy
- the most we will pay will not increase and we will not pay more than stated
- the terms and conditions of the policy insofar as they can apply.

Your attention is drawn to the Conditions and Exclusions and General Exclusions contained within the Zurich Tradesman policy.



CommunityMark
developed by Business in the Community

Zurich Insurance plc

A public limited company incorporated in Ireland. Registration No. 13460.

Registered Office: Zurich House, Ballsbridge Park, Dublin 4, Ireland.

UK Branch registered in England and Wales Registration No. BR7985.

UK Branch Head Office: The Zurich Centre, 3000 Parkway, Whiteley, Fareham, Hampshire PO15 7JZ.

Zurich Insurance plc is authorised by the Central Bank of Ireland and subject to limited regulation by the Financial Conduct Authority. Details about the extent of our regulation by the Financial Conduct Authority are available from us on request. These details can be checked on the FCA's Financial Services Register via their website www.fca.org.uk or by contacting them on 0800 111 6768.

Our FCA Firm Reference Number is 203093.

Communications may be monitored or recorded to improve our service and for security and regulatory purposes.

© Copyright – Zurich Insurance plc 2016. All rights reserved. Reproduction, adaptation or translation without prior written permission is prohibited except as allowed under copyright laws.

The pulp used in the manufacture of this paper is from renewable timber produced on a fully sustainable basis. The pulp used in the manufacture of this paper is bleached without the use of chlorine gas (ECF – Elemental Chlorine Free). The paper is suitable for recycling.