



Certificate of employers liability insurance

People Group Operations Limited

Certificate of employers' liability insurance (a)

(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 1998 and subsequently amended by regulation 2 of the Employers' Liability (Compulsory Insurance) Regulations 2008 (the **regulations**), one or more copies of this certificate must be displayed at each place of business at which the policyholder employs persons covered by the policy. This requirement will be satisfied if the certificate is made available in electronic form and each relevant employee to whom it relates has reasonable access to it in that form).

Policy number	PL-PSC10003618805/05
Name of policyholder	People Group Operations Limited
1. Date of commencement of insurance policy	08/02/2026
2. Date of expiry of insurance policy	07/02/2027 Both days inclusive
Insurer:	Hiscox Insurance Company Limited

We hereby certify that subject to paragraph 2:

1. the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey, the Island of Alderney (b); and
2. the minimum amount of cover provided by the policy is no less than £5 million (c).

Signed on behalf of Hiscox Underwriting Limited as agent for the insurers

Jon Dye
CEO, Hiscox UK

Notes:

- a. Where the employer is a company to which regulation 3(2) of the regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.
- b. Specify applicable law as provided for in regulation 4(6) of the Regulations.
- c. See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy.

The certificate above shows that you are insured

- (i) with an authorised insurer, and
- (ii) in terms required by the Act for your liability for bodily injury or disease sustained by your employees.

The certificate (or any copy) must not be displayed unless the policy has been renewed.

Hiscox Insurance Company Ltd
Registered in England Number 70234
Registered Office 22 Bishopsgate, London EC2N 4BQ
Telephone No: 020 7448 6000



Certificate of employers liability insurance

People Group Services Limited

Certificate of employers' liability insurance (a)

(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 1998 and subsequently amended by regulation 2 of the Employers' Liability (Compulsory Insurance) Regulations 2008 (the **regulations**), one or more copies of this certificate must be displayed at each place of business at which the policyholder employs persons covered by the policy. This requirement will be satisfied if the certificate is made available in electronic form and each relevant employee to whom it relates has reasonable access to it in that form).

Policy number	PL-PSC10003618805/05
Name of policyholder	People Group Services Limited
1. Date of commencement of insurance policy	08/02/2026
2. Date of expiry of insurance policy	07/02/2027
Insurer:	Both days inclusive

We hereby certify that subject to paragraph 2:

1. the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey, the Island of Alderney (b); and
2. the minimum amount of cover provided by the policy is no less than £5 million (c).

Signed on behalf of Hiscox Underwriting Limited as agent for the insurers

Jon Dye
CEO, Hiscox UK

Notes:

- a. Where the employer is a company to which regulation 3(2) of the regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.
- b. Specify applicable law as provided for in regulation 4(6) of the Regulations.
- c. See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy.

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- (ii) in terms required by the Act for your liability for bodily injury or disease sustained by your employees.

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Certificate of employers liability insurance

People Group Umbrella Limited

Certificate of employers' liability insurance (a)

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Policy number	PL-PSC10003618805/05
Name of policyholder	People Group Umbrella Limited
1. Date of commencement of insurance policy	08/02/2026
2. Date of expiry of insurance policy	07/02/2027
Insurer:	Both days inclusive

We hereby certify that subject to paragraph 2:

1. the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey, the Island of Alderney (b); and
2. the minimum amount of cover provided by the policy is no less than £5 million (c).

Signed on behalf of Hiscox Underwriting Limited as agent for the insurers

Jon Dye
CEO, Hiscox UK

Notes:

- a. Where the employer is a company to which regulation 3(2) of the regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.
- b. Specify applicable law as provided for in regulation 4(6) of the Regulations.
- c. See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy.

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- (i) with an authorised insurer, and
- (ii) in terms required by the Act for your liability for bodily injury or disease sustained by your employees.

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Certificate of employers liability insurance

People Paye Limited

Certificate of employers' liability insurance (a)

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Policy number PL-PSC10003618805/05

Name of policyholder People Paye Limited

1. Date of commencement of insurance policy 08/02/2026

2. Date of expiry of insurance policy 07/02/2027
Both days inclusive

Insurer:

We hereby certify that subject to paragraph 2:

1. the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey, the Island of Alderney (b); and
2. the minimum amount of cover provided by the policy is no less than £5 million (c).

Signed on behalf of Hiscox Underwriting Limited as agent for the insurers

Jon Dye
CEO, Hiscox UK

Notes:

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Certificate of employers liability insurance

People Payments Limited

Certificate of employers' liability insurance (a)

(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 1998 and subsequently amended by regulation 2 of the Employers' Liability (Compulsory Insurance) Regulations 2008 (the **regulations**), one or more copies of this certificate must be displayed at each place of business at which the policyholder employs persons covered by the policy. This requirement will be satisfied if the certificate is made available in electronic form and each relevant employee to whom it relates has reasonable access to it in that form).

Policy number	PL-PSC10003618805/05
Name of policyholder	People Payments Limited
1. Date of commencement of insurance policy	08/02/2026
2. Date of expiry of insurance policy	07/02/2027
Insurer:	Both days inclusive

We hereby certify that subject to paragraph 2:

1. the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey, the Island of Alderney (b); and
2. the minimum amount of cover provided by the policy is no less than £5 million (c).

Signed on behalf of Hiscox Underwriting Limited as agent for the insurers

Jon Dye
CEO, Hiscox UK

Notes:

- a. Where the employer is a company to which regulation 3(2) of the regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.
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Telephone No: 020 7448 6000



Certificate of employers liability insurance

People PSC Limited

Certificate of employers' liability insurance (a)

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Policy number PL-PSC10003618805/05

Name of policyholder People PSC Limited

1. Date of commencement of insurance policy 08/02/2026

2. Date of expiry of insurance policy 07/02/2027
Both days inclusive

Insurer:

We hereby certify that subject to paragraph 2:

1. the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey, the Island of Alderney (b); and
2. the minimum amount of cover provided by the policy is no less than £5 million (c).

Signed on behalf of Hiscox Underwriting Limited as agent for the insurers

Jon Dye
CEO, Hiscox UK

Notes:

- a. Where the employer is a company to which regulation 3(2) of the regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.
- b. Specify applicable law as provided for in regulation 4(6) of the Regulations.
- c. See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy.

The certificate above shows that you are insured

- (i) with an authorised insurer, and
- (ii) in terms required by the Act for your liability for bodily injury or disease sustained by your employees.

The certificate (or any copy) must not be displayed unless the policy has been renewed.

Hiscox Insurance Company Ltd
Registered in England Number 70234
Registered Office 22 Bishopsgate, London EC2N 4BQ
Telephone No: 020 7448 6000



Certificate of public and products liability insurance

People Group Operations Limited

Certificate of public and products liability insurance

Insured name: People Group Operations Limited and the following associated entities: People Group Services Limited People Group Umbrella Limited People Paye Limited People Payments Limited People PSC Limited

Address: People Group House
Three Horseshoes Walk
WARMINSTER

Postcode: BA12 9BT

Policy number: PL-PSC10003618805/05

Insurer: Hiscox Insurance Company Limited

Period of insurance: From 08/02/2026 to 07/02/2027 both days inclusive.

This policy is a Continuing cover policy

Limit of indemnity: £10,000,000
each and every claim or loss, excluding defence costs and representation costs

Signed on behalf of Hiscox Underwriting Limited as agent for the insurers

Jon Dye
CEO, Hiscox UK

Note: this certificate is for information purposes only and does not contain the full terms, conditions and exclusions of the insurance cover and does not constitute a contract of insurance.



Certificate of professional indemnity insurance
People Group Operations Limited

Certificate of professional indemnity Insurance

Policy number: PL-PSC10003618805/05

Name of policy holder: People Group Operations Limited and the following associated entities:
People Group Services Limited
People Group Umbrella Limited
People Paye Limited
People Payments Limited
People PSC Limited

Period of insurance: From 08/02/2026 to 07/02/2027 both days inclusive.

This policy is a Continuing cover policy

Insurer: Hiscox Insurance Company Limited

Retroactive date: 01/01/2007

Level of cover: £5,000,000

Signed on behalf of Hiscox Underwriting Limited as agent for the insurers

Jon Dye
CEO, Hiscox UK

Notes:

- (a) This insurance is subject to policy terms and conditions and any special terms notified to the Insured