



Human Rights Policy

INTRODUCTION

We believe that business can only flourish in societies where human rights are protected and respected. We recognize that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

This is an area of growing importance to our employees, workers, shareholders, investors, customers, consumers, the communities where we operate and civil society groups. There is therefore both a business and a moral case for ensuring that human rights are upheld across our operations. This Human Rights Statement contains over-arching principles which we embed into our policies and systems.

This Policy applies to every employee, officer, director, supplier, vendor or partner of the Company and all of the Company's subsidiaries, including FedNat Insurance Company, and other affiliates. This is a global policy, applying the same comprehensive standards to all company operations regardless of geographic location.

POLICY OWNER

Chief Executive Officer ("CEO")

RESPONSIBILITY

The Board of Directors (the "Board") of FedNat Holding Company (the "Company") has adopted and is responsible for this Human Rights Policy. Our work in this area is overseen by the FedNat Chief Executive Officer, supported by the FedNat Leadership Team including the Chief Financial Officer, VP of Risk Management, VP of Human Resources Officer, VP of Operations, VP of Claims, VP of Information Technology, and VP of Internal Audit. This ensures that every part of our business is clear about the responsibility to respect human rights.

OUR POLICY

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

It is FedNat's policy to respect the human rights of all individuals impacted by FedNat operations, including employees and external stakeholders. This Policy requires that the same respect be provided by all FedNat employees (including affiliate or subsidiary employees) and third-party service providers. For purposes of this Policy, "external stakeholders" means residents of communities in which FedNat operations take place, employees of third-party service providers and other non-employees whose human rights may be directly impacted by FedNat operations.

While governments have the primary responsibility to protect against human rights violations, FedNat recognizes its corporate responsibility to respect human rights.

FedNat does not tolerate violations of human rights committed by its employees, affiliates, or any



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third parties acting on its behalf or related to any aspect of a FedNat operation.

FedNat does not tolerate the use of child labor, prison labor, forcibly indentured labor, bonded labor, slavery or servitude, and adheres to the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

FedNat does not tolerate discrimination against individuals on the basis of race, color, gender, religion, political opinion, nationality, sexual orientation or social origin, or harassment of individuals freely employed. We are committed to the protection of minority groups' rights and women's rights. FedNat recognizes the right to water as a fundamental human right. FedNat recognizes and respects the freedom to join or refrain from joining legally authorized associations or organizations and respects the safety and health of workers.

FedNat does not tolerate threats, intimidation or attacks against human rights defenders. In its relationship with host governments, contractors and third-party service providers, FedNat seeks to avoid being complicit in adverse human rights impacts.

Our principle is that where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

FedNat is committed to maintaining the safety and security of our operations within an operating framework that ensures respect for human rights and fundamental freedoms and acting in a manner that is consistent with the laws of our country, to be mindful of the highest applicable international standards, and to promote the observance of applicable international law enforcement principles (e.g., the UN Code of Conduct for Law Enforcement Officials and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials), particularly with regard to the use of force. FedNat will not hire security personnel who have been responsible for serious human rights violations. FedNat will promptly and independently investigate any complaint about security procedures or personnel.

ADDRESSING HUMAN RIGHTS IMPACTS

We recognize that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved whether directly or indirectly through our own activities or our business relationships. FedNat will strive to conduct reasonable human rights due diligence to determine the actual and potential human rights impacts of its operations and seek to employ reasonable measures to mitigate any such impacts.

We will work continuously with our employees and managers to ensure that they are well informed and trained with regard to the impacts our business can have in order to increase their ability to protect human rights and related issues. Training on FedNat's human rights expectations and the terms of this Policy will be provided to all new employees, and all existing employees who, by virtue of their position, may have an impact on the human rights of stakeholders. We recognize the importance of dialogue with our employees, workers and external stakeholders who are or could potentially be affected by our actions. Where appropriate, we will undertake risk assessments.

For relevant third-party service providers, FedNat will perform reasonable due diligence, require



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that human rights terms and conditions be included in contracts, and require periodic human rights reporting and certifications. FedNat will require that third party service party providers are aware of, and comply with, this Policy and the FedNat Vendor Code of Conduct. Certain third-party service providers may be required to receive human rights training.

In instances in which FedNat determines that its employees, affiliates or third parties acting on its behalf have caused adverse human rights impacts, it will consider appropriate mechanisms to mitigate such impacts and remediation. Where violations by employees are proven, FedNat will consider appropriate sanctions and remedies to victims.

We understand that human rights due diligence is an ongoing process that requires particular attention at certain stages in our business activities, such as when we form new partnerships or our operating conditions change, as these changes may create new potential or actual impacts on human rights.

We pay particular attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or marginalization and recognize that women and men may face different risks.

FedNat will track and monitor reports of human rights violations related to FedNat operations to identify potential control failures, and for other purposes. FedNat will provide periodic internal reports related to human rights allegations and investigations made subject to this Policy. Certain information contained in those reports or otherwise related to human rights reports will be made public.

GRIEVANCE REPORTING

We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We continue to build the awareness and knowledge of our employees and workers on human rights, including labor rights, encouraging them to speak up, without retribution, about any concerns they may have, including through our grievance channels. We are committed to continue increasing the capacity of our management to effectively identify and respond to concerns.

All FedNat employees should:

- Seek advice from their manager in cases of uncertainty about how to apply any aspects of this policy.
- Record any credible allegations of violations of human rights committed by FedNat, its affiliates, or any third parties acting on its behalf or related to any aspect of a FedNat operation. This includes any credible allegations involving public or private security providers guarding the facilities of FedNat. Care should be taken to avoid any leaks of sensitive information that could put anyone at risk.
- Consult their manager if they encounter any credible allegations of violations of human rights committed by FedNat, its affiliates, or any third parties acting on its behalf or related to any aspect of a FedNat operation.
- Consult the Human Resources Department in confidence if they are unable to speak to their manager, and if they encounter any credible allegations of violations of human rights committed by FedNat, its affiliates, or any third parties acting on its behalf or related to



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- any aspect of a FedNat operation.
- Make an anonymous report (see Whistleblowing Policy) if they do not want to be identified and encounter any credible allegations of violations of human rights committed by FedNat, its affiliates, or any third parties acting on its behalf or related to any aspect of a FedNat operation.
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FedNat also promote the provision of effective grievance mechanisms by our vendors.

IMPLEMENTATION AND REVIEW

This policy will be reviewed and continuously improved in order to re-evaluate how best to strengthen our approach to addressing human rights and to assure a suitable implementation within our management processes and procedures. We are committed to stakeholder involvement in the development of the policy, the implementation of the policy, and/or the evaluation of effective outcomes of the policy's implementation.

INTERACTION WITH OTHER CORPORATE POLICIES

Respect for human rights in accordance with this Policy requires adherence to other relevant FedNat policies, including, but not limited to, the Code of Conduct and the Vendor Code of Conduct.