

Employment Practices Liability Excess waiver

No Excess shall apply under this policy with respect to any Claim in connection with III. Employment Practices Liability

provided that:

(a) the Company has a formal written grievance procedure in place; and

(b) for any dispute which is the subject of a Loss, the Company is able to demonstrate they have followed the ACAS statutory Code of Practice on disciplinary and grievance procedures from the date the Company's formal written grievance procedure is first invoked.