

WE PROTECT AGAINST THE UNUSUAL
ASPECTS OF BUSINESS, SO YOU CAN
FOCUS ON BUSINESS AS USUAL.

Talk to us about Management Liability.



Lycetts

Insurance Brokers
and Financial Services

No one goes into business dreaming of anything other than success, paired with a good working culture. The reality is that the workplace and your responsibility for it is in a continuous state of change. There are more protections in place than ever before and good intentions aren't enough to protect a business or its reputation. Mitigating risk requires much more than a passing consideration – the Worker Protection Act 2023 requires employers to proactively prevent workplace harassment, including incidents involving clients or contractors. Failing to adequately anticipate issues can and does lead to ruinous tribunal penalties and regulatory action.



At Lycetts, we can help protect your business with a management liability policy tailored to your needs, offering a level of cover that provides essential peace of mind.

Find out more about how we can support your business.

INSURANCE CONSIDERATIONS

The introduction of this legislation highlights the critical role of Management Liability Insurance (MLI) in protecting both directors and the organisation.

Within MLI, Employment Practices Liability (EPL) is especially relevant to harassment claims, covering legal costs, settlements and compensation arising from workplace disputes such as harassment, discrimination, and wrongful termination.

WHY MANAGEMENT LIABILITY INSURANCE IS ESSENTIAL

Directors, officers and companies face heightened risks of personal and corporate liability if preventative measures fall short. MLI offers comprehensive protection tailored to specific risks, including:

Employment Practices Liability (EPL):

- Workplace claims protection. Covers employment-related claims such as harassment, discrimination and wrongful termination.

For example, harassment claims under the new Worker Protection Act may involve legal costs, settlements and compensation – all of which EPL cover addresses.

Directors & Officers Liability (D&O):

- Individual accountability. Protects directors and officers from personal liability claims related to their actions in their roles.

Health & safety prosecutions:

- For example, a Transport Director was prosecuted for fatigue-inducing practices leading to an accident.

Corporate Legal Liability (CLL):

- Organisational risk management. Covers claims against the company itself, such as corporate manslaughter cases. For example, a company was fined and incurred substantial legal costs following a fatal workplace accident.

By tailoring an MLI policy, employers can ensure robust protection for both individuals and the company.

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