



Management Liability

Protect your business and your lifestyle

As the owner or key decision maker of a business, you face an ever increasing number of potential exposures. Legislation is constantly changing and the responsibilities associated with managing a business and employing staff are vast and numerous. When a breach of company law or regulation is alleged, the focus is on your conduct as a manager and as a company. You may think a claim is completely baseless or without merit, but it will still cost you time and money to defend it successfully. Claims can come from competitors, creditors, regulators, employees, customers and unfortunately in some cases, liquidators. Without adequate protection you could risk losing not only your business, but also your personal assets.

Claim Scenarios

Consider the below examples and ask yourself if you have adequate cover in place?

Discrimination

A company retrenched staff due to a downturn in business. The method of retrenchment used was on the basis of "last in, first out". However, all those retrenched were women who saw this as discrimination on the basis of sex. They brought an action alleging discrimination.

The company was able to defend the retrenchment policy but still incurred substantial legal costs.

Bullying / Harassment

A claim made by a former employee that they had been bullied in the workplace. The former employee claims that they had reported the alleged bullying to senior management and that the matter had not been responded to.

The senior management and the company were found liable for not providing a safe work environment and ordered to pay damages to the former employee. The company also incurred substantial legal costs in defending the claim.

The Solution: Management Liability Insurance

Management Liability Insurance policies have been specifically designed to provide SME private companies and their management a broad range of cover at a cost effective price. Cover includes:

Directors' and Officers' Liability - protects directors, officers and managers against loss on account of wrongful acts committed or allegedly committed in the execution of their duties.

Employment Practices Liability - protects employers against employee related claims (by past, present or even future employees) such as discrimination, wrongful dismissal and sexual harassment.

Statutory Liability - covers the company, senior management and employees for allegations of wrongful breaches in the course of doing business. For example, Workers' Compensation fines and Spam Act breaches.

Crime - cover for fraudulent and dishonest acts committed by an employee. For example, theft, counterfeiting and forgery.

Tax Audit Costs - covers the fees of a tax professional when being audited.



Why Gow-Gates?

We have the knowledge and expertise

With almost 20 years direct experience in the travel sector, we have the insurance, risk management and finance knowledge required to craft solutions that help you meet your business objectives.

We are more than just your insurance broker. We also act as your strategic partner and risk management advisor. We apply our in-depth understanding of the travel sector and update you on how the constantly changing laws, reporting and compliance obligations, national standards and guidelines, and increased use and reliance of technology, can affect your operations.

We provide you with value

As a leading insurance broker, we leverage our travel industry expertise and strong relationships with insurers and underwriters to negotiate better pricing with broad coverage terms for our clients.

Our superior in-house risk control and claims management resources are also available to you to assist in reducing total claims costs, both before and after a loss has occurred.

We support your industry

Gow-Gates has a long standing association with the Australian Federation of Travel Agents (AFTA). This association extends to the Travel Agent Groups, as well as individual proprietors across the country.

About Gow-Gates

Established in 1963, Gow-Gates is one of Australia's largest wholly-owned insurance brokerages that prides itself on integrity, client service and quality advice. With access to Australian and international insurance markets, Gow-Gates arranges insurance for many of Australia's best-known businesses and individuals.

Our clients operate in a diverse range of sectors, from sports to renewable fuels, and have businesses all over the world. Our solutions are always practical as well as cost effective and you can be confident that we will secure the right protection for your business.

We are known for our objectivity, creative thinking and deep insurance knowledge. For our clients, this provides the insights and strategies they need to meet their risk management challenges.

We take the time to get to know our clients and are there for them when they need us most - at the time of a claim. Our in-house claims specialists will proactively work with you, acting as your advocate to ensure a timely and fair settlement.

Contact Us

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While the information is believed to be correct, no responsibility is accepted for any statements of opinion or any error or omission. The information set out is of a general nature and cannot be a substitute for professional financial or legal advice tailored to specific situations.

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