Creating an inclusive environment where all forms of diversity are celebrated is crucial to Flood Re. We believe that differences in background, perspective, expertise and culture are valuable assets to the company. A diverse mix of people brings a wealth of skills, experiences, thinking styles, perspectives and ideas. We want our employees to feel confident that their differences are respected and valued, allowing them to be their authentic selves at work.

In October 2018, Flood Re became a signatory of the Women in Finance Charter. This Charter requires all signatories to commit to a gender diversity target and report on their progress annually. At Flood Re, we have pledged to enhance gender diversity within the senior levels of our organisation. As at 31 August 2026, female representation within our senior management population stands at 55.6% (5 out of 9 senior leaders), exceeding our target of 40% by December 2027.

2026 Update

Over the past 12 months, we have continued to focus on fostering an inclusive culture and developing future leaders across the organisation. Through personal development planning, career conversations and access to coaching, we support employees in reaching their full potential and progressing their careers. Recruitment activity has remained strong, and we continue to seek gender-balanced candidate shortlists wherever possible and utilise anonymised CVs to support fair and objective recruitment decisions.

During the reporting period, our workforce increased from **75 to 86 employees**. Female representation within senior management increased from **30% (3 of 10 senior leaders)** in 2025 to **55.6% (5 of 9 senior leaders)** in 2026, reflecting significant progress in improving gender diversity at senior leadership level and exceeding our current Women in Finance Charter commitment.

As we move forward into **2026/27**, we will continue to strengthen our inclusive leadership capabilities, support the development of diverse talent and ensure that inclusion remains embedded in our culture and decision-making processes

The Board and the Executive Committee remain firmly committed to the Women in Finance Charter and to creating an inclusive environment where all types of diversity are embraced.

You can also find our gender pay gap calculations on our website.