



## Flexible Working

Flood Re puts great importance on enabling employees to attain a good work life balance. Flood Re operates a hybrid working model, allowing employees to fulfil their daily contractual hours between 7am -7pm, through a combination of working remotely and in the office. There is an expectation that most employees will attend the office, King William Street 1 – 2 days a week, and in person attendance is required at the all staff Connect days which are usually held on the last Thursday each month where possible.

It is important that the same standard of security, compliance, business conduct and health & safety expected in the office is also maintained when working remotely. The Company will provide appropriate equipment to support homeworking. There may be times when the decision is taken to close the office, such as during the COVID-19 outbreak, and we will all move to working from home. During such times, to ensure we continue to operate as a well-run business and continue to Bring Life to Flood Re, working at home protocols will be communicated. By adopting these protocols, we will ensure everyone is kept informed, continues to understand our priorities, and feel connected with one another.

A number of roles within the business are part-time so to ensure there is an opportunity within the week for the company to come together (virtually or in person), all employees will be asked to include Thursday as a working day in their work pattern wherever possible.

We will continue to review and monitor our approach to Hybrid Working, making adaptations as necessary. Anyone who wishes to make a permanent change to their working pattern, hours or place of work can make a request under the Company's Flexible Work Request Policy.