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# OUR PLEDGE

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Creating an inclusive environment where all types of diversity are celebrated is of huge importance to Flood Re. We believe that differences in background, perspective, expertise and culture are an asset to the Company. The greater the mix of people, the greater the mix of skills, experiences, perspectives and ideas we can draw on. We want our employees to trust that their differences are respected and valued so they can genuinely be themselves at work.

We are pleased to announce that we have signed the industry-wide Inclusive Behaviours pledge. The pledge is designed to create and promote a more inclusive work environment across the insurance sector. The pledge aims to introduce an industry wide framework of desired behaviours for leaders, their employees and for interactions with suppliers and customers.

## Our Pledge

We commit to ensure that, when interacting with our employees, everyone can expect to:

- be treated with respect, courtesy and dignity
- be treated in a manner free from discrimination and objectification
- not be harassed, bullied or victimised
- be dealt with in an honest, transparent and legal way

We expect the same behaviours from those we work with and will take action to address any circumstances falling below our expectations. As an organisation, we will take action if:

- our employees are harassed in any way, either by fellow employees, suppliers, customers or business partners
- our employees are treated differently or discriminated against due to age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, gender or sexual orientation

- there is any abuse of position or seniority, particularly when directed at those more vulnerable or more junior than ourselves

As leaders, we also commit to:

- ensure our organisations have a clear procedure for reporting any inappropriate or discriminatory behaviour
- regularly communicate on the importance of inclusive behaviours
- ensure there are significant repercussions for the perpetrators of such behaviour
- lead by example and ensure all fellow employees in our businesses do the same
- call out inappropriate behaviour or discrimination, even when it is uncomfortable to do so. We will not be bystanders

If you would like to read more of the pledge, or see who else is involved, you will find further information here <https://inclusiveinsurancepledge.co.uk/>