
OUR PLEDGE



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, thinking styles, 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.

In October 2018, Flood Re joined the list of signatories to the Women in Finance Charter. The charter requires all signatories to commit to a gender diversity target and report on their progress each year.

Our Pledge

At Flood Re we have pledged to make changes to improve gender diversity within the senior levels of our organisation. Currently female representation on our Executive Committee stands at 12.5% and we aim to increase this to at least 25% by 2022.

2019 Update

When we signed up to the Charter, we had 12.5% female representation on our Executive Committee. As of 30 September 2019, the members of our Executive Committee population have not changed and the representation of females on our Board remains at 25%.

Over the course of the last 12 months, we have focussed on a number of actions to support us in our quest to achieve our target. These include delivery of a 12-month culture and diversity programme and ongoing consolidation activities, reviewing our recruitment practices, striving for gender balanced candidate lists for all roles and only accepting anonymised CVs.

We continue to support the growth and development of our internal capabilities and wherever possible will promote to fill vacancies. Through our succession planning process, we regularly identify those with the potential to make a greater contribution ensuring appropriate opportunities and support is in place.

As a whole, Flood Re is a gender-balanced organisation; as at 1 December 2019 47% of our employees are female. As we move forward, we will continue to optimise every opportunity to create gender balance within our Leadership team through both the development of internal teams and recruitment specific activities. We believe the actions we have taken and the culture we have embedded create the platform to put us on track to meet our Charter target by our deadline.

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 is embraced.

You can also find our gender [pay gap calculations](#) on our website.