



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

When we signed up to the Charter, we pledged to make changes to improve gender diversity within the senior levels of our organisation. At that time female representation on our Executive Committee stood at 12.5% and we aimed to increase this to at least 25% by 2022.

2021 Update

During 2021 we achieved our target early. As a result we currently have 25% female representation on our Executive Committee and, on our Board, non-executive female representation remains at 33%.

As we set ourselves a new target and consider the actions we will take, we remain fully committed to embracing diversity in its broadest sense and creating an inclusive workplace.

As a whole, Flood Re is a gender-balanced organisation, as of 31 December 2021 49% of our employees were female. We will continue to optimise every opportunity to create gender balance within our Leadership team and support the growth and development of those who will be our Industry's future leaders. We believe the culture we have embedded creates the right platform to put us strong position to reach our next Charter target.

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.