



## 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, 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. We met our first target of increasing female representation on our Executive Committee to 25% by 2022, ahead of time. We have now set ourselves a further gender specific target and will also continue to progress wider inclusion & diversity aspirations within the organisation.

### 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 37.5% and we aim to increase this to at least 50% by 2025.

Since signing up to the charter we have already introduced a number of initiatives to help us meet our target, such as adapting our recruitment practices, and creating a culture that supports inclusion and diversity. We remain committed to these actions and we will also –

- Develop our inclusive leadership capabilities across the organisation
- Continue with our existing recruitment approach, reviewing and monitoring as appropriate, ensuring this is applied to all roles
- Continue to enquire about the gender balance of all panels before we join them to speak
- Focus on supporting the development of talent for future ExCo and Board roles whether that be within Flood Re or within the wider industry

The Board and the Executive Committee are 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.