



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. 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.

2023 Update

Over the course of the last 12 months, we have focussed on our attention on wider Inclusion & Diversity matters, through the delivery of a bespoke cultural and leadership development programme. The programme was intentionally designed to integrate the key components of Emotional Intelligence, Inclusion and Wellbeing, as well as our purpose, culture, and Desired Behaviours into our day-to-day operations, to maximise company, team, and individual performance.

In 2023, we agreed the terms of reference for our DEI Employee Resource Group and engaged an external party to guide us through the process of starting to collect, benchmark and utilise DEI data. Through personal development planning, career journey conversations and by making coaching available throughout the organisation we support the development of our current and future leaders. Recruitment has continued this year however at lower levels than we experienced in 2022 and we continue to stick by our commitment to strive for gender balanced candidate lists for all roles and only accepting anonymised CVs.

Even though our organisation has evolved and grown, as a whole, Flood Re continues to be gender-balanced as of 31 December 2023 47% of our employees are female. As we move forward in 2024, we will continue to optimise and further increase our inclusive leadership capabilities and strive for increased female representation in our top leadership roles.

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.