

---

# 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 believe by making this pledge we can drive forward change in terms of the way we recruit candidates, provide opportunities and support career progression to start to correct gender imbalance and create a future workforce that is fully diverse and inclusive.

## 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.

We have already implemented a number of actions to help us achieve our target and some of these include -

- Rolling out a culture development programme for all employees with our desired behaviours and diversity & inclusion at its core
- Actively enquiring about the gender balance of panels and speakers at external events at which we are invited to speak
- Aiming to receive candidate short-lists for all roles that are gender balanced
- 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.
- Changing our interview and selection process to align with best practice and ensuring that all CVs are anonymised before they are reviewed
- You can also find our [gender pay gap calculations](#) on our website.
- Working only with recruitment agencies that have similar goals and working practices