



Diversity and Inclusion Strategy

Document Reference: 2.651

Version: 1.0

Last Reviewed: 04.06.2024

Owner: Head of People

Reviewer: Chief Executive Officer

Contents

1. Objective and Scope	3
2. Roles and Responsibilities	3
3. Policy Statement	3
3.1. Promotion of the Company's Mission, Vision and Values	3
3.2. Recruitment	3
3.3. Training and Education	4
3.4. Promotion and Advancement	4
3.5. Retention and Support	4
3.6. Community Engagement	4
4. Managing Agency Board D&I	5
5. Frequency of Strategy Review	5

1. Objective and Scope

This document sets out the approach to Diversity and Inclusion (D&I) for Cincinnati Global Underwriting Agency Limited (CGUAL).

2. Roles and Responsibilities

The overall responsibility of the management of this document lies with the **Head of People**, as well as the **Managing Agency Board** for maintenance and oversight. The Managing Agency Board will regularly review the quality and effectiveness of the D&I Strategy.

To achieve our D&I Strategy, leadership teams and managers bear responsibility for nurturing an inclusive culture and are entrusted with resolving any arising issues.

3. Policy Statement

CGUAL recognises diversity is essential in providing a range of perspectives and insights necessary to foster collaboration, informed decision making, and constructive challenge.

CGUAL promotes diversity of thought and encourages staff to challenge and question management regarding the D&I Strategy.

CGUAL strives to enhance diversity within the workforce through the following measures:

3.1. Promotion of the Company's Mission, Vision and Values

CGUAL's mission, vision and values have been developed by the Company's staff members themselves providing a self-assessment of existing cultural standards and future aspirations and ambitions.

More information can be found in CGUAL's Culture Statement.

3.2. Recruitment

Our recruitment practices are structured to:

- Provide diverse talent pools by ensuring that our recruitment partners provide diverse long and short-lists and are pro-actively reaching out to connect with under-represented talent groups. CGUAL issues recruiters with a set of expected D&I standards upon registering a vacancy and tracks the gender (and where possible) ethnicity of applicants for monitoring purposes. Recruitment wording is limited to the needs of the role rather than the expected experience/educational background usually required. All roles offer for part-time and job share arrangements where possible.
- Ensure fair selection. Psychometric testing of aptitude, behaviour and personality is run as standard for all positions regardless of level to provide for a candidate profile mapped against the competencies of the job role to provide for an unbiased assessment of suitability.

- Enable investment in talent, where there is no prior experience, yet the candidate meets the core values of the business and shows technical potential to fulfil the role in the future.
- Ensure candidates who require reasonable adjustments are accommodated to ensure they are able to perform at their best.
- To ensure that interviews put each candidate at ease and are led by both the output of the psychometric testing as well as their CV.
- Aim to meet the Lloyd's Market inclusive recruitment goals for 1 in 3 new hires in the market to come from ethnic minority backgrounds, monitoring progress at all levels.
- Aim to improve the gender balance in leadership by projecting potential gender balance in 5, 10 and 15 years based on the following assumptions: A retirement age of 65, re-hiring gender balance of 50/50, a growth in headcount informed by existing resource planning and a 5% attrition rate over the next 10 years with that increasing to 10% to align with a projected workforce of a maximum of 150 staff. Current forecast is to achieve parity across the total workforce by 2034.

More information about the Recruitment Policy can be found within **2.616 Recruitment Selection & Retention Policy**

3.3. Training and Education

CGUAL provide mandatory D&I training at induction for all employees to increase awareness, understanding and empathy.

This training includes CGUAL's Code of Conduct, diversity & unconscious bias, the value of building and developing trust, self-awareness and behaviours, effective communication, growth mindset and operating within Lloyd's: Lloyd's Principles

3.4. Promotion and Advancement

CGUAL has transparent performance reviews processes, established mentoring and coaching programmes and actively supports and encourages diverse candidates for leadership positions.

3.5. Retention and Support

CGUAL aims to create an inclusive work environment where all employees feel valued. CGUAL has in place agile working arrangements to accommodate diverse needs and support for work-life balance, employee resource groups, culture champions and wellbeing offerings published on the Company's benefits portal.

3.6. Community Engagement

CGUAL engages in community initiatives to support diversity and inclusion, such as Race Equality Matters, the Dive-In Festival, school outreach via The Switch and charitable causes such as the Matt Hampson Foundation each year. All staff members are provided with two volunteer days a year to support community initiatives.

4. **Managing Agency Board D&I**

The **Managing Agency Board** is committed to D&I, and understands the importance of diverse representation at the **Managing Agency Board**.

The **Managing Agency Board** will incorporate D&I into succession planning, and will commit to reviewing and approving the succession plan annually through a D&I perspective and focus.

The **Managing Agency Board** will establish mechanisms for monitoring and reporting on progress against the D&I objectives and the **Managing Agency Board** members are accountable for the promotion of D&I within the organisation.

When examining board appropriateness, CGUAL will consider the skills, knowledge, experience and diversity of prospective members.

5. **Frequency of Strategy Review**

A review of this will be completed annually by **Chief Executive Officer** and **Head of People** and sent to **Managing Agency Board** for approval.

This regular review will consider employee feedback, industry best practices and remaining informed about emerging trends and challenges.