

## **Cincinnati Global Diversity Policy - approved by the Board 24<sup>th</sup> May 2018**

### **Purpose**

The purpose of this policy is to outline the Diversity arrangements at the managing agency.

### **The Policy**

Cincinnati Global Underwriting Agency Ltd.'s ("Cincinnati Global") success is integrally linked to the diverse composition of our people and the promotion of an inclusive culture. The basis of this premise applies to our Board as much as it does to any other area of our business. "The Board Diversity Policy" applies to the Cincinnati Global Board.

Board appointments will be made on merit by assessing candidates against measurable objective criteria. That said, we recognise that a diverse and inclusive Board should result in a Board with a broad strategic perspective. Therefore, we strive to maintain a Board in which a diverse range of skills, knowledge and experiences are combined in an environment which values the input of every director and due regard will be given to this when identifying and selecting candidates for Board appointments.

We want a Board that reflects diversity in the broadest sense to embrace different perspectives and dynamics such as gender, race, age, disability, sexual orientation and socio-economic background.

The Board of Cincinnati Global believes that such an environment is vital in ensuring we achieve our goals as a business.

Cincinnati Global takes a progressive approach to promoting diversity throughout its organisation and is actively considering diversity when attracting and securing talented individuals to help us deliver our objectives, particularly at the most senior management and leadership levels. It is vital for us to nurture high-potential and high-performing candidates in less senior management roles, to ensure progression occurs. In this regard, the Board is committed to increasing the pipeline of diverse talent within the organisation and increasing diversity overall.

The Chairman regularly reviews and assesses Board composition and where necessary recommends the appointment of new Directors. The Chairman also oversees the evaluation of the performance and effectiveness of the Board. As part of this evaluation, the Chairman will consider the balance of skills, experience, independence and knowledge of the Board and its diverse composition.

### **Responsibility for Policy**

Although the Board retains ultimate accountability for this policy, the Board has delegated responsibility for policy implementation to the Managing Director. In turn, the Managing Director has delegated to the Company Secretary responsibility for the administration of this policy (including its reporting to the Board, or its relevant subcommittee as appropriate).