

Board inclusion & diversity policy

In line with Beazley's group inclusion & diversity policy, the Beazley plc board ("the board") commits to using its position and influence to create a truly inclusive environment that operates zero tolerance to discrimination or harassment and fully supports and celebrates differences.

The board understands that diversity contributes to enhanced risk management and improved business performance for Beazley bringing about richness of challenge, debate and innovation. This includes diversity of skillset, industry, background and lived experience, including (but not limited to) diversity of age, disability, gender, nationality or ethnic origin, sexuality or socio-economic group.

The board commits to continue being either in line with, or in betterment of, guidelines for gender or racial diversity set out in the Parker Review and the FTSE Women Leaders Review (previously the Hampton-Alexander Review). Ultimately the board aspires to reflect the company's public targets in regard to both gender and race and ethnicity, whilst accepting there will be natural fluctuations in balance, as appointments or terminations occur.

The nomination committee has responsibility for identifying and selecting candidates for appointment to the board and its committees and the boards of key trading subsidiaries. With regard to inclusion & diversity, the nomination committee's responsibilities include:

- Ensuring the board remains balanced both in terms of skills and experience between executive and non-executive directors
- Ensuring appointments are based on objective criteria and merit, with due regard to diversity.

This policy will be reviewed and approved annually.



Adrian Cox
Chief Executive Officer
Beazley Group