

# Inclusion & diversity policy

Beazley commits to recruit, retain and develop people with diverse backgrounds and experiences to thrive at all levels of our business, in a truly inclusive environment that operates zero tolerance to discrimination or harassment and fully supports and celebrates differences. These differences could include but are not limited to age, disability, gender, gender reassignment, marital status, pregnancy & maternity, race, nationality or ethnic origin, religion or religious beliefs, sexuality, socio-economic group or working pattern. Our commitment to improving diversity and inclusion within our company, and the wider industry, applies to our workforce, but also to our third parties, partners and suppliers who represent Beazley and work closely with our colleagues.

We want our workforce and supply chain to reflect the diversity of our customers and communities where we work around the world. We will continue to collect demographic data and where possible or appropriate, we will set measurable targets and clear objectives as we work to become a truly diverse, representative and inclusive organisation. For more information on our current targets and progress against them, please visit our [website](#).

Beazley will continue to:

- Have leadership and sponsorship of our inclusion and diversity commitments at the most senior levels of our organisation
- Work to embed inclusion and diversity within the organisation and our supply chain, ensuring all our people have the tools, training and understanding to be able to fully comply with this policy
- Ensure all our people are able to work with dignity and respect free from harassment, bullying or victimisation
- Support our employee-led resource groups encouraging them to continue to raise awareness, celebrate difference and contribute to our strategy and policy changes
- Nurture, support, mentor and encourage individuals from diverse backgrounds across all areas of the business and encourage them to grow into senior positions within our organisation
- Regularly review our employment and procurement policies and practices. We expect our people to respect and embrace them and work with us to further enhance our commitments
- Ensure all our people receive equality of opportunity in recruitment, training, development, promotion and remuneration
- Recognise that individuals will need bespoke support where an overarching policy may not exist. In this case, we commit to working with the individual, applying our flexible working practices and support to find an appropriate solution.

This policy supports the relevant International Labour Organisation conventions including the Equal Remuneration Convention and the Discrimination Convention. Further information on our approach to inclusion and diversity, employee rights and recruitment can be found in our employee handbooks. Employees are encouraged to report incidents to their line manager or relevant HR Business Partner and third parties to their relevant Beazley contact or through our whistleblowing procedures. These issues may be escalated to senior management including executive members. Corrective measures following an investigation could involve written warnings, dismissal or termination of external partnerships. This policy is further supported by our inclusion and diversity strategy and roadmap.



**Adrian Cox**  
Chief Executive Officer  
Beazley Group