The Council's DE&I Pledge

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As leaders we must make certain that our firms are ready to meet the challenges of the future, support our industry's efforts to attract and retain the brightest talent, and empower our people to contribute at their maximum potential. This requires that we build diverse and inclusive teams that will help us deliver the best possible solutions for our customers' risk and insurance needs. Therefore we, as leaders, must set standards for inclusive behavior.

To do so, we pledge to make the following statements true within our organizations:

- We regularly communicate the importance of inclusive behaviors, lead by example, and expect all fellow employees in our businesses do the same.
- When interacting with our employees, everyone can expect to be treated with respect, courtesy, and dignity, and in a manner free from discrimination, objectification, harassment, or bullying.
- We call out inappropriate behavior or discrimination, even when it is uncomfortable.
- Our organizations have a clear procedure for reporting any inappropriate or discriminatory behavior. All such behaviors will have significant repercussions and will be dealt with in an honest, transparent, and legal manner.
- Our firms will act if our employees are harassed in any way, either by fellow employees, suppliers, customers, or business partners; if our employees are treated differently or discriminated against due to age, disability, gender identity, marriage/civil partnership, pregnancy/maternity, race, religion/belief, gender, or sexual orientation; and if there is any abuse of position or seniority, particularly when directed at those more vulnerable and/or with less authority, influence or social capital than us.

In addition, we commit to the following goals:

- The development of a Diversity, Equity and Inclusion Strategy that will guide us to:
    - Increasing our efforts to increase ***diversity*** through the expansion of recruiting practices to include diversity pipelines sourced from talent pools that represent diverse populations including women and historically underrepresented minorities and explore new talent networks.
    - Creating and/or fostering a culture of ***inclusion*** to make our workplaces safe environments that allow for complex and sometimes difficult conversations.
- Strive for ***equity*** by removing structural barriers and allocating the resources needed to ensure fair outcomes.
- Create accountability systems within our companies to track our own progress.
- Commit to support the work of The Council's Diversity, Equity, and Inclusion Advisory Committee, which may include participating in surveys, focus groups, and data collection (to the extent such activities relate to data that is regularly collected by the company, is shared externally and is in a form regularly maintained by the company),

and share with each other best practices on a regular basis in order to catalog effective programs and measurement practices.

By working together toward diversity, equity and inclusion within our workplaces, our industry, and the business community, we can cultivate meaningful change for our society.

We stand together in these beliefs and this pledge.

_____ _____

Signatory (Name) Date

_____

Title

_____

Company