

## Diversity and Inclusion Update

22<sup>nd</sup> December 2022

2022 has been a busy year for everyone. The Insurance, Finance & Financial Services industries are back in full hiring capacity, and we are all trying to balance home/work/office life. As we continue to adjust to the 'new normal', we are determined to build on the progress we have made implementing our Diversity and Inclusion strategy and to continue helping our clients build diverse talent pools.

In my Diversity & Inclusion statement in January 2021, I acknowledged we were at the start of our journey but set out some objectives and the steps we wanted to take. I am pleased to report that we have started taking those steps and can update you on the following:

**Diverse Workforce:** we began working alongside The Clear Company, looking at benchmarking, future direction and highlighting areas that require focus. We are looking forward to becoming a Clear Assured company and have already accomplished learning towards this. All of our consultants have completed a Diversity training programme to encourage inclusive recruitment.

**Supporting Clients:** we have partnered with insurance network iDAWN to investigate additional avenues to promote inclusion. We have collaborated with them to grow our own understanding and encourage companies in the market to take a similar position.

**Inclusive Workplace:** we continue to inspire conversations within our business and have recently signed the Mental Health in Recruitment pledge to encourage wellbeing at work. Our flexible working policy is open to all employees and as we grow, we actively seek diverse talent and to promote a welcoming, supportive workplace where all ideas, backgrounds and cultures are appreciated.

We remain focused on our objectives and look forward to working with many of you in the months ahead to implement these.

I will continue to provide further updates and as always I welcome your feedback, either directly or through your consultant.

Regards



Matt Gunn  
Managing Director