

# Inclusion and Diversity Policy

Social sustainability and our commitment to continuing to be an inclusive employer were recognised as being strategically important to Beazley during the 2024 refresh of our sustainability strategy. Inclusion and diversity were also identified as a strategic priority in the 2023 double-materiality assessment. The Executive Committee receives quarterly updates from the Responsible Business Committee on Beazley's progress towards our strategic objectives. The plc Board receives updates twice a year. These updates, along with the Group Inclusion and Diversity Policy, support Beazley's strategic goal of ensuring the provision of equal employment opportunities for all by providing direction, oversight, and challenge where necessary.

Beazley commits to recruit, retain and develop people of all backgrounds and experiences to thrive at all levels of our business, in a truly inclusive environment that operates zero tolerance for discrimination, harassment or retaliation and fully supports and celebrates differences. These differences could include but are not limited to skillset, thought, geography, age, disability, neurodiversity, gender, gender reassignment, marital status, pregnancy & maternity, parental or caring responsibilities, race, nationality or ethnic origin, cultural background, religion or religious beliefs, political opinion, sexuality, socio-economic background, language, education, veteran or military status, work experience or working pattern. Zero tolerance means that Beazley will take action on every confirmed breach, triggering a formal process without exceptions or informal deals and appropriate consequences under our relevant disciplinary or conduct policies will be applied.

We want our workforce to reflect our customers and communities where we work around the world. As inclusion and diversity continue to be of cultural and strategic importance to Beazley, we aim to become an organisation where **everyone** is able to contribute their best work and develop fully. This commitment extends beyond our internal workforce to our partners, third parties and suppliers, who are expected to reflect our values and support accessible and inclusive ways of working.

This policy applies to Beazley group and we align with global legislation and standards including but not limited to:

1. UK Equality Act 2010
2. US Title VII of the Civil Rights Act
3. Equal Employment Opportunity & Equal Pay Laws
4. The FTSE Women Leaders Review
5. International Labour Organisation (ILO) Conventions
6. The Parker Review

We recognise that inclusion is an ongoing journey and one we expect all our leaders and employees to take responsibility for. Through our specific operating platform leadership committees, employee networks, including Beazley Proud, Beazley SHE and Beazley RACE and other inclusion focus groups and with colleague feedback, we are continually learning, adapting and improving. Our ethos is to encourage all employees to share ideas to help shape a more inclusive workplace for all.

This commitment is supported by our global policies, including our:

- Human Rights Policy
- Whistleblowing Policy
- Accessibility Policy

## Our commitments

Beazley will continue to:

- Have leadership and sponsorship of our commitments to inclusion at the most senior levels of our organisation
- Work to embed principles of inclusion within the organisation, ensuring all employees have the tools, training and understanding to be able to fully comply with this policy

- Ensure all employees 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 and contribute to our strategy and policy changes
- Nurture, support, mentor and encourage individuals from all backgrounds across all areas of the business and encourage them to grow into senior positions within our organisation
- Regularly review our employment policies and practices. We expect our people to respect and embrace them and work with us to further enhance our commitments
- Ensure all employees 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 a solution best suiting the individual
- Seek and welcome feedback from colleagues and external stakeholders on how we can improve the inclusion of our services, environments and culture.

### **The Beazley plc Board**

Whilst this is a group policy applying across our platforms, our Beazley plc Board commit 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, including of skillset, thought, geography, industry, background and lived experience, including (but not limited to) diversity of age, disability, gender, nationality or ethnic origin, sexuality or socio-economic group contribute to enhanced risk management and improved business performance for Beazley bringing about richness of challenge, debate and innovation.

The board commits to continue being either in line with, or in betterment of, the UK listing rules requirements, and guidelines for gender or racial diversity set out in both the Parker Review and the FTSE Women Leaders Review (previously the Hampton-Alexander Review).

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 and 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 continue to be based on objective criteria and merit, with due regard to diversity of thought and experience.

Related documents:

- Adequacy of Skills Policy
- Fit and Proper Policy

### **How we improve and stay accountable**

We are committed to ongoing improvement. Our Inclusion and Diversity Policy and any supporting guidance will be reviewed and updated annually to ensure we remain compliant with relevant legislation and aligned with best practice.

Our approach is shaped by feedback through:

- Employee networks including Beazley Neurodiversity, Beazley SHE, Beazley Proud and Beazley RACE, Beazley Families, Beazley Young Professionals & Beazley Veterans
- Local focus groups, platform leadership committees and forums
- Ongoing engagement through People & Sustainability and business leaders

Employees are encouraged to speak to their line manager or the People & Sustainability team if they require adjustments or have feedback relating to inclusion and diversity. This policy supports the relevant International Labour Organisation conventions including, but not limited to, the Equal Remuneration Convention and the Discrimination Convention. Further information on our approach to equal opportunities, employee rights and recruitment can be found in our Employee Handbooks. Failure to comply with this policy may lead to disciplinary actions, up to and including termination of employment or partnership.

This guidance is supported by:

- Accessibility Policy
- Human Rights Policy
- Our Speak up Culture



**Adrian Cox**  
Chief Executive Officer  
Beazley Group