



Diversity, Equity, and Inclusion Policy

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1. Introduction

1.1 Why diversity and inclusion matter to Reassured

Reassured Limited is a growth business, championed and driven by its people with a clear vision to deliver good customer outcomes, to act with integrity and to treat people fairly.

Equality is a core value for us, as we believe that business is a powerful force for social change. As such the company is committed to creating a vibrant, inclusive culture and our diversity, equity and inclusion policy plays a central part in our strategy.

Diversity, equity and inclusion creates fair opportunity for all, brings a broad range of experience and skills to our business and widens our potential talent pool. This broad range of skills and opinions will support us in making positive business decisions and providing an outstanding service to our customers.

Achieving a diverse and inclusive culture across our business requires policies that aim to remove barriers or bias to performance, specifically in hiring, personal development and promotion.

2. Scope

The Policy applies to:

- All business areas and functions within the company
- All employees, including directors, contractors and temporary workers
- Third parties, sourced and outsourced, working on behalf of the company.

3. Our Commitment to Diversity and Inclusion

To achieve our diversity, equity and inclusion goals the company is aiming to achieve the following and to review progress on an annual basis:

- We will publish our gender pay statement annually
- To maintain a minimum of 1 female board director in both Top board and ExCo board
- To commit to interview a minimum of 1 ethnic minority candidate for any board position that opens
- To increase our female representation within our business year on year
- To accurately establish our ethnic minority diversity across the business and set strategies to improve in the necessary business areas.

4. Our Diversity and Inclusion Initiatives

In order to improve our diversity, equity and inclusion agenda, the company has implemented several initiatives.

- The company has formed a diversity, equity and inclusion committee, chaired by the People Partner for Central & West and sponsored by the CPO who meet quarterly to discuss and understand the challenges that minority communities face in the workplace and to make suggestions to further improve our culture and to improve hiring volume from their community
- All managers will receive diversity, equity and inclusion training a minimum of once annually
- All hiring managers will receive unconscious bias training a minimum of once annually
- Our job advertisements have been reviewed to ensure the removal of any bias language

- Both our hiring and internal promotion process has been designed to measure suitability without bias
- All employees will receive training a minimum of once annually to educate them on the benefits of building and maintaining a diverse, equitable and inclusive culture.

5. Driving a Diverse and Inclusive Culture

The Board and the Senior Management team are responsible for the implementation of our diversity, equity and inclusion policy and for the achievement of our diversity, equity and inclusion goals. As such they are expected to champion these across all departments and locations.

6. Our Commitment to our Employees

- To be fair and transparent and to act with honesty and integrity with all employees
- We aim to build a workplace that is as diverse as the communities we serve
- To ensure reward and development at the company remains a true meritocracy with benefits earned based on what our employees achieve and how they support the business, regardless of background
- To create an inclusive culture that encourages people to work together, to feel comfortable sharing their experiences, to listen to and be tolerant of others and to feel like they belong
- We will ensure that all Reassured employees understand their responsibilities in creating and nurturing a diverse and inclusive culture
- To strive to show all employees through our day-to-day activities that together we can build a more equitable workplace for all.

7. Policy Governance

This policy is owned by the Chief People Officer and overseen by the Reassured Board. The policy is subject to annual review. Outside of this review period, material operational, regulatory or legal changes which impact this policy must be approved through appropriate governance.

8. Policy Breaches

A Whistleblowing line has been set up and communicated to all employees and any whistleblowing incidents will be investigated confidentially and sensitively by either our CPO and/or Head of Compliance. Breaches of this policy will be reported to the Board as part of Reassured Limited's ESG reporting framework.

Version & Update History

Version	Date	Details of Update	Author	Internal / Owner Approval	Date Approved	Board / Committee Approval	Date Approved
V1	01/08/22	New policy	Tamiko Springer	Mareena Flint, CPO	09/08/22		
V1.1	12/09/24	Revised policy. Rebranded, job title changes, section 3.	Karen Williams, HR	Rebecca McKenna, HR	23/01/25		
V1.2	27/02/26	No material change	Karen Williams, HR	Phil Byrne, CRCO	02/03/26		

Policy Owner: Team People

Next review date: 02/03/2027