

1. Confidentiality notice

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2. Version control**2.1. Document details**

Policy name:	Group diversity, equity and inclusion policy
Owner:	Global Head of Diversity, Equity and Inclusion
Approver:	Hiscox Ltd Board
Organisation:	Hiscox Ltd
Current version number:	1.0

2.2. Document revision and approval history

Version	Date	Version created by	Version approved by	Comments
1.0	21/7/22	Erica Fletcher	Hiscox Ltd Board	This is aligned to the previous diversity and inclusion guidelines

3. Overview**3.1. Purpose of the policy**

The purpose of this policy is to set out Hiscox's approach to diversity, equity and inclusion (DEI) across the Hiscox Group ('Hiscox'). Consideration has been given in the drafting of this policy where appropriate to law and regulation in all relevant jurisdictions where Hiscox conducts business. It does not form part of any terms and conditions of employment and Hiscox may amend at its sole discretion at any time.

Hiscox will at all times adhere to local law and regulation and in case of conflict, local law shall prevail.

3.2. Target audience

This policy applies to all Hiscox employees, regardless of position or status. The policy is approved by the Hiscox Ltd Board and adopted by the subsidiary Boards. This policy is for internal use only and should not be shared outside of Hiscox unless express permission has been given by the policy owner.

3.3. Application/scope

The policy is applicable across all Hiscox business units and companies.

3.4. Review process

The annual review of the policy is completed by the policy owner. Any material changes are presented to the policy approver for approval, with minor changes being approved by the policy owner.

4. Diversity, equity and inclusion

4.1. Diversity, equity and inclusion principles

Hiscox operates in a global market and the success of our business is dependent on our people. Our human capital is our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of our culture, reputation and achievement.

We want to ensure that being successful at Hiscox is a result of talent, personal values and effort, consistent with our values. Our belief is that diverse and inclusive teams help us anticipate and meet market needs in new ways, improve decision making and develop resilience. We also believe diversity, equity and inclusion enables us to better understand our clients, provide sustainable value, attract the best talent in the market and increase employee engagement, productivity, retention and innovation therefore making Hiscox a stronger partner for our customers.

At Hiscox, diversity is building a workforce that reflects the makeup of our customers, the communities we serve, and the communities in which we live and work and ensuring that we have employees with different backgrounds, perspectives and experiences. Inclusion is fostering a workplace culture where everyone is involved, treated fairly, knows they are respected, heard and valued, feels a deep sense of belonging, and can thrive. Equality is equal access to opportunity, advancement, support and reward, while employee equity is the removal of the behavioural and structural barriers that allow us to achieve equality. Diversity, equity and inclusion, go hand-in-hand – without an inclusive and equitable workplace culture, diversity amongst employees will not have the desired positive impact on our business.

At Hiscox, we want to provide equal opportunities to all in employment, irrespective of their sex, gender, gender identity, sexual orientation, ancestry, disability, age, religion, beliefs, marital status, military service, veteran status, genetic information, social class and race including colour, nationality, citizenship status, ethnic and/or national origin.

4.2. Our commitment

- To build a workforce that reflects the diversity of the customers and communities we serve, and the communities in which we live and work.
- To create an environment where all our people can thrive.
- To ensure that being successful at Hiscox is purely down to talent, personal values and effort, consistent with our value of being human: clear, fair and inclusive.
- To embrace and value individuals' visible and non-visible differences.
- To remove behavioural and structural barriers to equality.
- To create an environment and culture where employees have the support to make decisions, find solutions, take risks and learn, and all take ownership to lead progress in diversity, equity and inclusion.
- To ensure all employees feel heard, valued, engaged and respected.
- To build a culture with psychological safety for all.
- To recognise and invest in the value that a diverse workforce can bring.
- To challenge and investigate discriminatory behaviour and enforce the disciplinary procedure, when this is considered necessary.
- To proactively address any inappropriate behaviours.

4.3. Policy application

We are committed to promoting equality of opportunity, providing an inclusive workplace and eliminating any unfair or unlawful discrimination in all areas of our business. DEI goals and plans to achieve those goals are set at the local business level. These plans are monitored centrally and also via specific local reports to subsidiary Boards. This approach is supported by an annual report on DEI to the Hiscox Ltd Board. We will continue to review our current systems and processes to seek opportunities to improve our DEI data collection and practices in order to progress and achieve our DEI vision.

This includes considerations of our employment policies and practices relating to (but not limited to):

- recruitment and selection;
- terms and conditions of employment;
- working environment;

- communications;
- training and development;
- promotion and career progression;
- flexible working;
- compensation and benefits;
- grievance and harassment;
- redundancy and re-deployment;
- disciplinary.

4.4. Monitoring

In accordance with applicable privacy regulations and an appropriate lawful basis, Hiscox will regularly collect, monitor and analyse available diversity data on employees and job applicants, and will publicly disclose aggregate data as appropriate, to ensure our employment processes are fair and achieving the aims of this policy. We will also monitor compensation in regard to gender and other under-represented groups, and look to broaden (where legally permitted) and include DEI questions within our annual employee engagement survey.

All the information we collect will be held in the strictest confidence and will only be used to illustrate and promote equality, diversity and inclusion and prevent unlawful discrimination.

4.5. Governance

We will ensure appropriate governance and oversight to confirm that we are adhering to the provisions of this policy, including internal and external party reviews. While this policy is owned by the Global Head of Diversity, Equity and Inclusion, it is overseen by the Hiscox Ltd Board and aligned to the Board diversity and inclusion policy.