



# Assurant Europe Group Board Diversity Policy

*At Assurant, we understand that diversity and inclusion is important to our customers, employees, shareholders and our business. Each of us is unique and our individual differences improve performance, drive growth and innovation and enhance engagement. We protect what matters most to our customers by understanding their diverse needs, embracing a diverse culture and operating in diverse markets.*

We are strong believers in the strategic value of inclusion and diversity to foster leadership, governance and innovation in our business, specifically in the boardroom.

We believe that the boardroom should be a place for robust debate where challenge, support, diversity of thought and teamwork are essential features. Diversity of skills, background and personal strengths are an important driver of the effectiveness of our Board of Directors, creating different perspectives amongst directors, breaking down a tendency towards “group think” and increasing the quality of decision-making.

## Scope

This Board Diversity Policy (**Policy**) applies to all companies within the Assurant Europe Group (being Assurant Group Limited, TWG Europe Limited and their respective subsidiaries from time to time), excluding Assurant Europe Insurance N.V., Assurant Europe Life Insurance N.V. and Assurant Europe Services B.V. The Policy is in line with Assurant Europe Group’s Equal Opportunities Policy.

## Purpose

This Policy sets out our approach to diversity on the board of directors, or jurisdictional equivalent, of all companies within the Assurant Europe Group which are within the scope of this Policy (**Boards**).

## Policy Statement

We know first-hand that organisations with diverse boards of directors and inclusive cultures perform better.

We are committed to ensuring there is a representative balance of individuals on the Boards with a wide range of skills, knowledge, experience, backgrounds and other personal attributes. Further, we are committed to ensuring that the Boards are exposed to a wide range of perspectives and insights from outside the boardroom to further encourage diversity of the Boards’ thinking.

We aim to achieve this by:

- a) Making appointments to the Boards, and designing succession plans, based on merit and measurable objective criterion and, within this context, promoting diversity of gender, social and ethnic backgrounds, cognitive and personal strengths.
- b) Considering candidates for appointment as directors from a diverse range of industries and with varying degrees of board experience.
- c) Regularly reviewing the composition of the Boards, taking into account the diversity of the skills, knowledge and experience of their directors and identifying opportunities for further diversification.
- d) Periodically conducting evaluations of the Boards, considering the balance of skills, experience, independence and knowledge on the Boards, their diversity, how directors work together as a unit and other factors relevant to the Boards’ effectiveness.
- e) Ensuring that our Board recruitment partners act in accordance with our diversity standards. Specifically, we will aim to work with executive search firms who have committed to promoting diversity, such as via

Version: 2.0  
Status: Approved  
Author: Natalie Paddock, EU Group Company Secretary  
Classification: Public

The Voluntary Code of Conduct for Executive Search Firms. This addresses diversity on boards of directors and best practices for the related search processes, with the aim of increasing the diversity of shortlisted candidates.

- f) Supporting the Boards, our leadership team and our hiring managers with training designed to encourage inclusive leadership and the removal of bias from all Board recruitment processes, thus ensuring that interview processes for Board appointments are conducted in such a way so as not to disadvantage candidates with diverse backgrounds.
- g) Developing a more diverse executive pipeline by supporting the development and progression of a wide range of employees through our Talent Management Framework.
- h) Holding focus groups with management to identify and remove barriers to progression, thereby enabling equal opportunities for progression.
- i) Inviting a diverse range of external and internal subject matter experts to share their views and perspectives with the Boards.

We know that there are opportunities to further improve which is why our Global CEO has signed the CEO Action for Diversity & Inclusion Pledge and, in Europe, Assurant has signed the Inclusive Insurance Pledge which demonstrates our commitment to a culture where inclusive behaviours are the norm and where everyone is accepting of diversity.

We are proud to work with external organisations who share our belief in the power and importance of diversity and inclusion. We partner with Business in the Community to continually refine our position as a responsible business. We pledge to keep working, keep caring and keep improving as we build an even stronger Assurant for the future.

## Responsibilities and Review

The boards of directors of Assurant Group Limited and TWG Europe Limited are responsible for approving this Policy and procuring that it is reviewed (at least annually) and is updated as necessary.

Issue Date:	30 January 2020
Review Date:	30 January 2021
Status:	Approved

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