

## Insurance & Reinsurance Legacy Association limited ('IRLA')

### Diversity, Equality, and Inclusion Statement

This statement constitutes IRLA's Diversity, Equality, and Inclusion position.

The board of directors of IRLA (the 'Board') encourages diversity by maintaining an atmosphere that attracts, develops and retains members from various backgrounds;

The Board never discriminates against others on the basis of race, colour, gender, identity, age, sexual orientation or identity, national origin, ethnicity, religion, marital status, pregnancy, physical or mental disability;

The board will not tolerate harassment in any form, including verbal remarks, physical advances or visual displays that have the purpose or effect of creating an intimidating, offensive or demeaning environment for another person. Notably, harassment can include both sexual harassment and non-sexual harassment (for instance, jokes related to race, religion, ethnicity, gender, identity or age);

The Board's commitment to a respectful workplace means that harassment and discrimination is not tolerated; and the Board is committed to supporting the United Nations ("UN") Global Compact on human rights, labour, environment, and anti-corruption, as well as the UN Sustainable Development Goals.

The Board will not knowingly do business with sub-contractors, business partners or suppliers who violate these practices.

The statement is reviewed regularly by the Board to ensure its continuing suitability and relevance to IRLA's activities.

11.23

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