



### 1.0 PURPOSE

The purpose of this policy is to support ERM's diversity philosophy and inclusion strategy.

### 2.0 SCOPE

The term "Employee" or "Employees" is specifically defined, for purposes of this policy, as: any personnel hired directly by ERM (regardless of status classification of full-time, part-time, temporary, contract, etc.); interns (even if an intern does not receive payment by ERM); employees of other companies seconded into ERM, and any ERM employee seconded to a non-ERM company. The term "Agent" or "Agents" is specifically defined as any member of any ERM entity board, any officer of any ERM entity, hired personnel, consultants, intermediaries, lobbyists, agents, representatives, independent contractors, subcontractors, and any others who act on ERM's behalf.

### 3.0 POLICY

We believe our most important strength is our employees. ERM's values support our commitment to building an inclusive culture where diversity is welcomed; our work environment is inclusive; and equal opportunity in all aspects of employment is available to all employees.

We seek to provide an inclusive culture where all employees have the opportunity to reach their full potential and contribute to ERM's success. Our objective is for the diversity of our employees to reflect the diversity of the communities in which we do business, and for ERM to respect the customs and cultures of those communities.

As part of our commitment to diversity and building an inclusive culture, ERM is committed to "equal opportunity employment," meaning that we prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status, or under any category protected under the laws of communities in which we do business. Our commitment to diversity, to equal opportunity employment, and to building an inclusive culture means that we:

- Recruit, hire, develop, and promote on the basis of equal opportunity;
- Provide an inclusive workplace free of discrimination;
- Provide an inclusive workplace free of harassment;

- Foster an inclusive workplace with access to opportunities; and
- Treat each other with respect and dignity.

### 4.0 PROCEDURE

For further detail and procedural/reporting mechanisms, see applicable Employee Handbooks and the [ERM Code of Business Conduct and Ethics](#).

#### ERM Global Policy Manual Administration

**Policy Title:** ERM Global Diversity and Inclusion

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**Effective Date of this Version:** 15 January 2019

**Original Effective Date:** November 2006

**Original Approval:** On file with the Legal Department.

**Policy Description:** This Policy defines the ERM's governance and commitments on diversity and inclusion in the workforce.

**Authority to Amend this Policy:** Group CEO

**Authority to Waive this Policy:** None

**Policy Review Cycle:** 3 years from last Effective Date of this version

**Docket Responsibility for Review Cycle:** Chief Compliance Officer