
For immediate release

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RSA SIGNS INSURANCE INDUSTRY-WIDE INCLUSIVE BEHAVIOURS PLEDGE

RSA is a proud signatory of a new pledge to drive forward diverse, inclusive and tolerant practices across the insurance industry by transforming workplace culture.

Fifty insurance organisations including RSA have signed the Inclusive Behaviours Pledge that recognises the sector needs to go further in encouraging diversity and stamping out discriminatory behaviour.

The pledge states behavioural change must be endorsed at the top of any organisation and therefore requires a commitment to improve standards of inclusive behaviour starting at CEO level. The pledge covers potential discrimination in the workplace on the grounds of age, disability, gender reassignment, marriage/civil partnerships, pregnancy/maternity, race, religion/belief, gender or sexual orientation.

As a signatory, RSA commits that our people can expect to:

- be treated with respect, courtesy and dignity
- be treated in a manner free from discrimination and objectification
- not be harassed, bullied or victimised
- be dealt with in an honest, transparent and legal way

When behaviours fall below these expectations, RSA also commits to take action if:

- our employees are harassed in any way, either by fellow employees, suppliers, customers or business partners
- our employees are treated differently or discriminated against due to age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, gender or sexual orientation
- there is any abuse of position or seniority, particularly when directed at those more vulnerable or more junior than ourselves

RSA's CEO and leaders also commit to:

- ensure our organisations have a clear procedure for reporting any inappropriate or discriminatory behaviour
- regularly communicate on the importance of inclusive behaviours
- ensure there are significant repercussions for the perpetrators of such behaviour
- lead by example and ensure all fellow employees in our businesses do the same
- call out inappropriate behaviour or discrimination, even when it is uncomfortable to do so. We will not be bystanders.

The pledge builds on the insurance sector's existing work to drive inclusion, including the global Dive In Festival. Organisations can sign up online via a dedicated website www.inclusiveinsurancepledge.co.uk, which provides signatories with an 'Inclusive Behaviours' toolkit.

Steve Lewis, RSA UK & International CEO, said: "I fully support this pledge and I want to see the industry, as well as RSA, building a more diverse workforce and becoming the best it can be at attracting and nurturing talent.

“The pace of change over the 30 years I have worked in insurance has been slow, however I see positive change in the industry’s acknowledgement that it needs to go much further in changing behaviours and working together to effect change. A positive culture in which all of our people are engaged, respected and feel they can be themselves at work, will, ultimately, deliver the best outcomes for our customers.”

Steve added: “We all have a part to play in calling out unacceptable behaviour in the workplace. Anyone at RSA who sees or feels subjected to inappropriate or discriminatory treatment can be assured that by reporting the matter through our confidential whistleblowing line, it will be taken seriously and acted upon.”

Cathy Lewis, RSA group HR director, said: “At RSA we are building a stronger and more inclusive culture by holding ourselves to account, and implementing changes to our recruitment processes, our training and development programmes, and looking at how we nurture talent. We know that our people are our strongest asset and we are committed to tackling discrimination in all forms and encouraging the very best in our people.”

RSA has been taking steps to progress its own diversity and inclusion (D&I) agenda, including:

- Signing the Women in Finance Charter
- Participating in the Dive In festival
- Participating in the 30% Club cross company mentoring scheme
- Appointing an executive sponsor, a governance framework with a group and regional councils, and identifying priorities
- Participating in pan-insurance networks such as GIN (Gender Inclusion Network), iCAN (cultural awareness) and Link (LGBT+).

For more information visit: www.rsagroup.com.

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About RSA Insurance Group plc

In the UK, RSA’s MORE TH>N brand delivers insurance that provides peace of mind to 1.4m individuals and families. As well as household and pet insurance, MORE TH>N has a growing presence in the motor market with a successful telematics offering to encourage over 30,000 young motorists to drive more safely. RSA has long-standing affinity partnerships with some of the UK’s major retailers, banks and building societies, underwriting insurance products for John Lewis, Tesco Bank and Marks & Spencer. In 2017 RSA became one of the top three home insurers when it launched its partnership with Nationwide, the UK’s largest building society. RSA is also a leading commercial insurer in the UK, providing commercial insurance services to a wide range of businesses, from small start-ups to large corporations. RSA UK & I also has operations across Europe and in the Dubai International Financial Centre.