

# UK Board of Directors Diversity Policy



ASSURANT®



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## Scope

This Policy applies to the boards of directors of the following UK regulated companies within the Assurant, Inc. group: Assurant General Insurance Limited and London General Insurance Company Limited (together, the **Companies**).

## Purpose

This Policy explains how the Companies promote diversity on the boards of directors of the Companies (together, the **Boards**) as required by Rule 2.8 of the Conditions Governing Business of the Prudential Regulation Authority Rulebook.

## Policy Statement

The Companies are committed to promoting diversity on the Boards and engaging a broad set of qualities and competences when recruiting members to the Boards. The Companies aim to achieve this in several ways:

- Maintaining a UK Board Succession Policy and Matrix to ensure that adequate plans are in place for orderly succession to positions on the Boards and to oversee the development of a diverse pipeline for succession to the Boards.
- Appointing new directors based on merit and objective criteria, taking account of the specific skills and experience, independence and knowledge needed to ensure a rounded Board and the diverse benefits which each candidate can bring to overall composition.
- Considering candidates for appointment as directors from a range of backgrounds, industries and with varying degrees of board experience.
- Utilising processes to remove bias from director recruitment processes to ensure that the selection and interview processes for Board appointments are fully inclusive.
- Periodically reviewing the composition of the Boards, taking into account diversity of directors and identifying potential opportunities for further diversification.
- Periodically reviewing the effectiveness of the Boards, considering the balance of skills, experience, independence and knowledge of directors, their diversity, how directors work together as a unit and other factors relevant to effectiveness of the Boards.

## Roles and Responsibilities

### Board

The Boards are responsible for:

- Approving this Policy and the related documents.
- Implementing this Policy and the related procedures.
- Procuring that this Policy, and the related documents, are reviewed and updated as necessary on at least an annual basis.



## Company Secretariat

The Company Secretariat is responsible for:

- Reviewing this Policy on at least an annual basis and recommending any necessary changes to the Boards for their approval.
- Supporting the Boards in all aspects of implementation of this Policy and related procedures.

## Related Documents

- UK Board Succession Policy and Matrix

## Contact Us

If you have any questions related to this Policy, please contact any of the following:

- UK Board Chair
- European Group Company Secretary
- VP, People Organisation, Europe

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