

Board Diversity Policy

The Board Diversity Policy (the “Policy”) sets out the Board of Talbot Underwriting Ltd.’s (the “Board”) approach to and promotion of diversity, equity and inclusion. The success of Talbot Underwriting Ltd (the “Company”) is enhanced by building a diverse and inclusive culture, and the Board’s approach to diversity sets the tone for the entire Company

Talbot Underwriting Ltd is fully committed to inclusion and diversity in all aspects of our business, including our Board. We believe that a variety of perspectives, opinions and backgrounds among the members of the Board is critical to the Board’s ability to perform its duties and various roles. We strive to maintain, and we encourage, diversity of thought among Board members, which makes the body as a whole more effective and avoids group think.

Appointment to the Board is based on an assessment of a wide range of factors including skills, qualifications, experience, professional reputation, diversity and collegiality, taking into account the need to ensure a collective richness of background, experience and ways of thinking. We support, and seek as a minimum to adhere to, Lloyd’s market diversity targets as one driver of these benefits. Talbot exceeds Lloyd’s targets both for female representation on the board and for women in leadership positions.

The Board recognises that its diversity will help to foster a culture of openness, freedom to challenge and ultimately lead to more thoughtful decision-making and strategy-setting. The Board acknowledges its role in setting a tone from the top that ensures that a culture of inclusion and diversity permeates the organisation.