

Diversity, Equity, Equality and Inclusion

1. PURPOSE

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

2. SCOPE

This policy applies worldwide to all ERM entities, all Employees and all ERM Agents.

3. 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 and equitable 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, to respect the customs and cultures of those communities, and to build an inclusive culture where everyone feels they belong.

As part of our commitment to diversity, equity, equality and inclusion, ERM prohibits discrimination on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity or expression, age, national origin, disability, veteran status, language, or under any category protected under the laws of communities in which we do business. Specifically, this commitment 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 and/or bullying;
- Foster an inclusive workplace where every individual can thrive; and
- Treat each other with respect and dignity.

4. PROCEDURE

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

5. DEFINITIONS

TERM	DEFINITION
Agent(s)	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.
Employee(s)	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.

ERM GLOBAL POLICY MANUAL ADMINISTRATION

Policy Title: ERM Global Diversity, Equity, Equality and Inclusion

Version Number: 8

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Original Approver and Original Effective Date: Group CEO / Nov. 2006. Approval and version history maintained by ERM 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, Chief Compliance Officer or Group Chief People Officer

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