

# Diversity at Zurich in North America

At Zurich in North America, we are committed to promoting a respectful work environment where we can help every employee maximize performance and enhance the company's ability to attract, develop and retain the very best people.

For us, diversity means understanding, respecting, valuing and accommodating our human and cultural differences.

We are building a culture that fully taps into the potential of all individuals without giving an advantage or disadvantage to any person or group. Our diversity initiatives are designed to enhance our success by promoting an environment that celebrates and appreciates the diversity of all employees. Zurich and its employees embrace our diversity in many ways.

## Our Commitment to Diversity and Inclusion

### Diversity Mission

At Zurich we believe, diversity and inclusion is a business imperative and ethical and social responsibility included in our Zurich Basics company values. In our continuing effort to attain an inclusive organization we embrace, respect and leverage the diversity of our workforce, our customers, and the communities in which we live, work and serve.

### Diversity Vision

Zurich is committed to creating a culture of inclusion consistent with Zurich Basics; one that attracts top talent and that promotes the development and full contribution of all employees to business goals. We achieve mutually beneficial relationships with diverse business partners, customers, and individuals in the marketplace and community.

## Accomplishing the "Diversity Vision" will involve:

### Talent/Workforce

Attract, develop and retain the best talent to obtain a competitive advantage, create and maintain an engaged workforce, and cultivate employees.

### Organizational Effectiveness

Create a work environment that respects, acknowledges and values everyone, one that encourages and enables each individual to perform at the highest level.

### Marketplace/Community

Govern external relationships with the same value for diversity and inclusion in the expansion of markets, choice of business partners, customer relationships and community support.

The Zurich Basics, our company values, help to form the foundation for the emphasis on diversity:

- We treat others with respect
- We are caring and respect the dignity of those we work with and serve
- We believe in equal opportunity, fair evaluations, and rewards based on performance and merit
- We value our gender, cultural, race, ethnicity, disability and other diversity
- We communicate professionally, even when we disagree

### Supplier Diversity

Zurich is committed to supporting diverse growth in the communities we serve. Every year Zurich works to establish partnerships and alliances with qualified diverse business' that may be able to provide us the services and products that meet our high standards of quality, competitive pricing and service.

