

Catalina Re

Board Diversity Policy

1. Objective and Scope of the Policy

The Board Diversity Policy (“the Policy”) sets out the approach to diversity on the Catalina Worthing Insurance Limited (CWIL) Board.

CWIL believes in diversity and values the benefits that diversity can bring to its board of directors. Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and ensures that the organisation has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

CWIL looks to develop a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which the organisation operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender and ethnicity.

The Board will take the opportunity, as and when appropriate, to improve diversity in its broadest sense (including skills, regional and industry experience, background, ethnicity, gender and other distinctions) as part of the Board recruitment practice.

2. Diversity and Inclusion across CWIL

The Board encourages Executive Management to ensure a balance of diversity, including gender diversity, at senior levels within the organisation as well as for all employees. Through CSUK, CWIL has adopted a Diversity, Equity and Inclusion (DEI) Policy and recognizes the benefits that diversity and inclusion can bring to its ongoing success.

CWIL as a whole is committed to providing equality of opportunity and a supportive and inclusive culture, where we recruit, develop and retain the most talented individuals, regardless of their background. Employees will be respected, treated fairly and consistently, and encouraged to reach their full potential, develop and utilise their talents to the full, uninhibited by fear of prejudice or harassment.