

Commitment to Diversity and Inclusion



Our Diversity and Inclusion Belief System:

At Risk Strategies, we believe that each of us individually and our team collectively, has the responsibility to create and sustain an inclusive, productive and rewarding culture that is committed to:

- Promoting genuine collaboration.
- Putting our collective best foot forward to create meaningful solutions for clients.
- Working every day to deliver a workplace where our employees are valued.
- Not tolerating harassment, racism or discrimination of any kind.
- Continuing to come together, to respect each other, and to value each other.

Together, Risk Strategies Employees will:

Acknowledge, promote and celebrate the talents and backgrounds that each of us brings to the table, and stand firm in our commitment to foster an environment where every employee is supported and encouraged to become the best version of themselves each day.

Corporate Commitment

Our Employee Handbook specifies the policies and practices of Risk Strategies. The following excerpts outline our corporate commitments to diversity, equality & inclusion:

Equal Employment Opportunity

The Company is an equal opportunity employer and does not discriminate against employees or job applicants on the basis of race, color, sex, age, gender identity, sexual orientation, marital status, creed, national origin, disability, military, veteran, family, or domestic violence victim status, reproductive health decisions, predisposing genetic characteristics or information or any other status or condition protected by applicable local, state or federal laws, except where a bona fide occupational qualification applies.

Open Door Policy

The Company recognizes that employees are valued and that open communication with employees within an atmosphere of mutual trust is of prime importance.

Disability Accommodations Policy

The Company complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act (ADAAA), and all applicable state and local fair employment practices and laws, and is committed to providing equal employment opportunities to qualified individuals with disabilities.

Non-Discrimination and Anti-Harassment Policy

The Company is committed to providing a productive and safe work environment free from unlawful harassment (including sexual harassment) and discrimination based on actual or perceived protected characteristics and retaliation. In keeping with this commitment, all employees are responsible for ensuring that the workplace is free from harassment and discrimination based on any protected characteristics and retaliation.

Anti-Retaliation Policy

The Company strictly prohibits and does not tolerate unlawful retaliation against any employee.



Our Diversity and Inclusion Journey Continues

While diversity and inclusion has long been part of Risk Strategies' core values, we realize that we need to do more. Our CEO, CHRO and senior leaders are committed to doing more to support diversity and inclusion, and foster change through the power of our employees and support of a D&I Council, Women's Roundtables, and ongoing employee dialogue in Town Halls. We also conducted an employee survey to gather feedback and thoughts on priorities as well as initiatives the company could undertake to strengthen our commitment to D&I.

It is critical that we affect change together and in the summer 2020, we announced a D&I Council.

Our D&I Council

The Council's purpose is to ensure that we take steps to advance our dialogue and actions around diversity and inclusion. The Council is comprised of employees that will act on behalf of the company to manage diversity and inclusion initiatives. Membership will rotate to ensure employee voices are heard across all regions and segments of the company, and to allow a continuous flow of innovative and diverse ideas.

Women's Roundtable

Also in 2020, Risk Strategies hosted its first Women's Roundtable, as a commitment to further support women and diversity in the workplace. A group of women across the organization

came together at our national sales conference to drive a critical dialogue and hear each other's perspectives on how to better attract, support, retain, develop and promote diverse talent.

Our Progress

We are committed to diversity and inclusion in the Risk Strategies family. We will continue to set the right example for ourselves both internally and externally in our industry and encourage all employees to be reminded that their everyday actions matter.



Our Future

We are firmly committed to our future, and will continue our diversity and inclusion journey to ensure our employees and actions are representative of the world we live in.

Industry Recognition

We are honored to have been recognized the past three years by Business Insurance as a Best Place to Work in Insurance.

Diverse Workforce

We are proud to be a diverse workforce. Our employee population is comprised of 61% female/39% male and women comprise 55% of our C-Suite positions.



About Risk Strategies

Risk Strategies is a specialty national insurance brokerage and risk management firm offering comprehensive risk management advice and insurance and reinsurance placement for property & casualty, employee benefits, and private client risks. With 25 specialty practices, Risk Strategies serves commercial companies, nonprofits, public entities and individuals, and has access to all major insurance markets. Ranked among the top brokers in the country, Risk Strategies has over 100 offices including Boston, New York City, Chicago, Toronto, Montreal, Grand Cayman, Miami, Atlanta, Dallas, Nashville, Washington DC, Los Angeles and San Francisco. riskstrategies.com

www.risk-strategies.com/diversity-inclusion

