



COMMITMENT TO DIVERSITY & INCLUSION

Our Mission:

At our core, Risk Strategies is committed to Diversity & Inclusion within our workforce. Central to our efforts are acknowledging, promoting, and celebrating the talents and backgrounds that each of our associates bring to the table. We stand firm in our commitment to fostering an organizational climate where every associate, regardless of where they fall on the spectrum of demographic differences including race, age, gender identity or expression, sex, national origin, religion, sexual orientation, socioeconomic status, or physical ability, is supported and encouraged to be the truest version of themselves each day.

We are building a culture that promotes the sharing of our varied perspectives and lived experiences. At Risk Strategies, we recognize that by honoring our history and the attributes that make us unique, we position ourselves to provide better outcomes for our associates, their families, our clients and business partners. When we share, listen, and learn; we allow all of our voices to “BeHEARD.”

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.

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.

Regional Advisory Committees:

Based on a grassroots approach that bridges our local and company-level efforts, these committees ensure that our associates' diverse backgrounds, interests and priorities drive our efforts.

BeHEARD Series:

We created the theme BeHEARD to unite and encourage dialogue and to ensure that every associate feel that they have a voice. Each month, we host celebrations, awareness-raising events and issue communications focused on committee-chosen D&I themes. This has been embraced by all associates.

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.

Industry Recognition:

We are honored to have been recognized the past four years by *Business Insurance* as a Best Places to Work in Insurance.

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.

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 employee benefits, property & casualty, and private client services. With more than 30 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