



At AXIS, we believe that we are only as strong as our people.

We strive to create and nurture an **inclusive and welcoming** culture where employees of **all backgrounds** and walks of life feel comfortable and **empowered** to bring their whole selves to work. We have **honest encounters** and conversations, and **equal opportunities** to contribute, build, grow and advance.

Below is a snapshot of how we're strengthening Diversity & Inclusion at AXIS.

D&I Council



Our D&I Council is comprised of 18 members across our global offices who are focused on efforts in the following areas:

- **Education and awareness**
- **Diverse recruitment and hiring**
- **Supporting diverse employees in their careers**
- **D&I reporting**
- **Community engagement**

Our D&I Council **meets biweekly** and is supported by an **active and engaged** group of 70+ D&I Advocates who assist in making the Council's vision a reality. **All are welcome** to join, and ultimately, our goal is to have everyone at AXIS be a D&I Advocate.

Community Engagement



We take part in community events and programming in various capacities. Some of the organizations that we have partnered with include:

- **Lloyds Dive In festival**
- **National African American Insurance Association**
- **Wholesale & Specialty Insurance Association's Insurance Industry Diversity Foundation**
- **Association of Professional Women**
- **Cristo Rey High School.**

AXIS employees lead all charitable giving efforts and in 2020 \$1 million in funds were committed to COVID relief. \$100,000 of those funds were donated to organizations that support minority communities who have been disproportionately impacted by the pandemic and struggle with social inequality.

Education, Awareness & Dialogue



Efforts initiated by our D&I Council and Advocates include:

- **Racial justice and equality** sessions facilitated by a D&I expert
- **Annual internal global forum** to educate and aid in greater awareness
- Focused **small group discussions**
- **Anti-racism resource center** hosted on our employee intranet
- Regular **D&I-focused updates** and **informative content** in our company-wide newsletter

Training & Development



All employees, from the CEO to our newest hire, are required to complete our **Unconscious Bias training**. Managers are further **trained in unbiased recruitment**, and we have prepared **interview materials and guides** to support these efforts. **Resources and toolkits** are available to all to help understand and navigate challenging or uncomfortable conversations and situations.

Supporting Diverse Employees



Informal mentoring and e-coaching opportunities are available to support our diverse employees in their career journeys. Our **Employee Resource Groups (ERGs)** build **community** and a **safe space** for those with shared experiences.

D&I Reporting



Tracking and sharing of **key gender and diversity metrics** ensures that **we hold ourselves accountable**. In 2021 AXIS was included in the **Bloomberg Gender Equality Index** which rewards companies for disclosure and recognizes those with strong commitments to gender equality.

Join AXIS | We value and seek people at **all leadership levels** who reflect the diverse world in which we live and work—it makes us stronger as a **team**, as a **company**, and as an **emerging leader in specialty insurance and reinsurance**. We look for candidates to help us continue to **stand together, support inclusion and equality**, and make our organization an **equitable place to work**.

Visit www.axiscapital.com/careers to join our team!