

# Diversity & Inclusion Committee Charter

## 1. Constitution

Argo Group has established the Diversity and Inclusion Committee (the “Committee”) in order to further the Diversity and Inclusion (D&I) agenda across the Company, which aims to create and foster a workplace that reflects and contributes to the diverse, global communities in which we do business. The Committee has no executive powers other than those delegated explicitly in this Charter.

## 2. Terms of Reference

### 2.1. Purpose

The Committee will provide operational oversight in the development of corporate D&I strategies, in defining global D&I initiatives, working with the Group Communications team to develop an internal and external communication plan in respect of D&I and evaluating the progress of the group’s metrics. The Committee will champion the adoption and implementation of D&I initiatives throughout Argo Group.

### 2.2. Responsibilities

Using available research and data on effective inclusion and diversity practices, efforts will focus on the following activities.

- 1) Advising the CHRO on the setting of an overall D&I program for Argo Group consisting of policies, procedures and frameworks.
- 2) Sponsoring the overall D&I program and individually acting as D&I Ambassadors across the organization.
- 3) Setting and reviewing measurable D&I objectives and actively monitoring progress against D&I Key Performance Indicators (KPIs) on an annual basis.
- 4) Cross-functionally periodically reviewing the effectiveness of the D&I program and making recommendations for enhancements.
- 5) Ensuring an inclusive working environment free of discrimination at all stages of the employment life cycle including:
  - External recruitment and internal mobility;
  - Talent and performance management;
  - Succession planning; and
  - Training, learning and development.

- 6) Providing education and training to drive inclusive behaviors and foster equity across all protected categories.
- 7) Applying an inclusive approach when thinking of business and product development.
- 8) Ensuring our leaders are role models for diversity and building an inclusive culture.

### 3. Membership and Attendance

#### 3.1. Membership

The Group membership is set out below, however, the balance of the committee membership should reflect a diversity of staff, taking into consideration factors such as office location, levels, seniority of tenure, and diversity in terms of race/ethnicity, gender identity, sexual orientation, age, disability, veteran status, socio-economic status.

A number of ex-officio committee members will be drawn from the Human Resource function based on their roles and responsibilities for implementing the D&I program, whilst the remaining membership will be reviewed on an annual basis.

If volunteer participation is insufficient and/or the membership does not effectively represent the diversity noted, the Committee will need to solicit additional members.

The VP, Head of HR International will chair the Committee and be responsible for the scheduling and preparation of meetings, following-up on action items, and liaising with the executive team.

	<b>Role</b>	<b>Membership</b>
1	Committee Chair	Vicky Lefevre, VP, Head of HR - International
2	Executive Sponsor	Tony Cicio, Group Chief Human Resources Officer (CHRO)
3	Group Communications representative	David Snowden
4	VP, Head of HR - Bermuda	Lindsay Hyland
5	VP, Head of HR - Group Functions	Aby Mendoza
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The Committee will bring awareness to Diversity & Inclusion issues and bring forward matters in between Committee meetings. The CHRO has the responsibility for drawing on these inputs to support group-wide initiatives.

### **3.2. Quorum**

The Committee will have an maximum membership set at twelve, and a quorum of five members.

## **4. Frequency**

Committee meetings will be convened at least quarterly by the VP, Head of HR - International who will prepare the agenda of the sessions in advance. Additional Committee meetings will be held as needed depending on the scope of activities and events.

## **5. Authority**

The Committee has not authority of its own to make Policy but provides advice and guidance to the Executive Sponsor.

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