

Diversity, Equity and Inclusion Policy

Last Update: January 18, 2022

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Diversity, Equity and Inclusion Policy

UFG Insurance is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. Our purpose is to invest in people to build enduring relationships with those we serve. Diversity, equity and inclusion are core to this purpose and are an integral part of our values and culture.

We are committed to building a diverse, equitable and inclusive culture that encourages, supports, and celebrates the distinct voices of our people. We invite our people to bring their authentic whole self to work, be inspired to form lasting relationships and to do their best each day, because we are all different, yet equal, humans. Our commitment extends into every facet of who we are:

- We recognize that our people are our most valuable asset. To excel, we must each feel that we belong to a welcoming environment that values both our differences and the collective sum of our individuality, experiences, knowledge, creativity, innovation, self-expression, unique capabilities, talents, beliefs and points of view.
- We look to positively impact the communities where we live and work and partner with clients, vendors, and suppliers who share in our beliefs and commit to equity through building awareness, advocacy, and allyship.
- Succeeding as a national enterprise means embracing differences in an informed, sensitive and welcoming manner so that we continue providing our people, clients, vendors and suppliers with the best of our company, because their success is our success.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other ways that make our employees unique.

UFG's commitment is reinforced through initiatives centered on our people, partners, and philanthropy, creating an inclusive work environment built on the premise of a strong sense of belonging that encourages:

- Respectful communication and cooperation between all employees.
- Teamwork and participation that empowers and advances all groups and perspectives.
- Work-life balance to accommodate employees' varying needs.

- Giving back to the communities we serve to advance change and promote greater understanding and respect for diversity.

At UFG Insurance, inclusive conduct is centered on:

- Treating others with dignity and respect at all times, because how we act is as important as what we accomplish.
- Meeting the evolving needs of our expansive risk profile through investing in our talent through training and recruiting.
- Striving to do what's right even when no one is looking.
- Continuously listening to our people, agents, partners, vendors and community to effectuate our goals.
- Deepening our sensitivity and understanding towards others so we can connect in a meaningful way.
- Ensuring that employees exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Inclusive conduct applies to all in-office, hybrid, remote and field employees, regardless of their physical workplace.

It is through our shared awareness and commitment to these principles that we foster a culture of belonging, where everyone is welcomed, respected and appreciated. Championing diversity, equity and inclusion is not just something we do, it is the core of who we are.