At Assurant, we understand how important diversity and inclusion are to our customers, employees, shareholders and business. That is why we want our workforce to reflect a tapestry of experiences, backgrounds and perspectives — originating from all parts of the world.

As we uphold our purpose to “help people protect what matters most” we believe it is important to mirror the world around us. Everywhere we operate, our goal is to attract, hire and retain a diverse mix of talented employees who embrace our values of common decency, common sense, uncommon thinking and uncommon results.

We are strong believers in the strategic value of inclusion and diversity to foster innovation in the global marketplace. Diversity improves performance, drives growth and enhances employee engagement. We know firsthand that organizations with diverse teams and inclusive cultures perform better. Our employees tell us that working in an environment in which different life and professional experiences are valued and leveraged is important to them. They want to have a positive impact on our customers and our company.

We are proud of our progress.

- We transformed our global operating model and enterprise strategic account management practices so that they foster deliberate collaboration across lines of business, functions and geographies to capture diverse experiences, insights and knowledge.

- We enriched our learning, organizational development and succession planning processes and are refining our practices to ensure we remove any inherent biases that may exist. We increased our support of nonprofit partners that share our commitment to diversity, such as the Robert Toigo Foundation, whose mission is to foster the career advancement and increased leadership of underrepresented talent.

- Our engagement with the National Ability Center reinforces our commitment to unlocking the potential of people with differing abilities by building self-esteem, confidence and lifetime skills.
• In the United Kingdom, we partner with Business in the Community to bring about social change and act responsibly as an employer.

• We earned recognition as great places for women to work and build careers in several of our global locations, such as in Puerto Rico and Brazil.

• We strengthened our practices and improved our standing as a company that is supportive of the LGBTQ community, as measured by the Corporate Equality Index.

• We increased the number of women in senior leadership roles and on the Assurant Board of Directors. Recently, 2020 Women on Boards, an organization dedicated to increasing the percentage of women on corporate boards, recognized the composition of our Board, a third of whom are women.

We also know, however, there are opportunities to further improve within Assurant and across all organizations and sectors. That is why I signed the CEO Action for Diversity & Inclusion pledge to work collectively to:

• Make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion. We encourage open dialogue to build trust, encourage compassion and reinforce our commitment to inclusivity.

• Implement and expand education about unconscious bias to help us all recognize and acknowledge potential blind spots we may have as individuals.

• Share best — and unsuccessful — practices with other pledge companies so that so that we can track our collective progress and learn from each other.

We are proud to stand with other Business Roundtable companies that share our belief in the power and importance of diversity and inclusion. We pledge to keep working, keep caring and keep improving as we build an even stronger company for the future.