



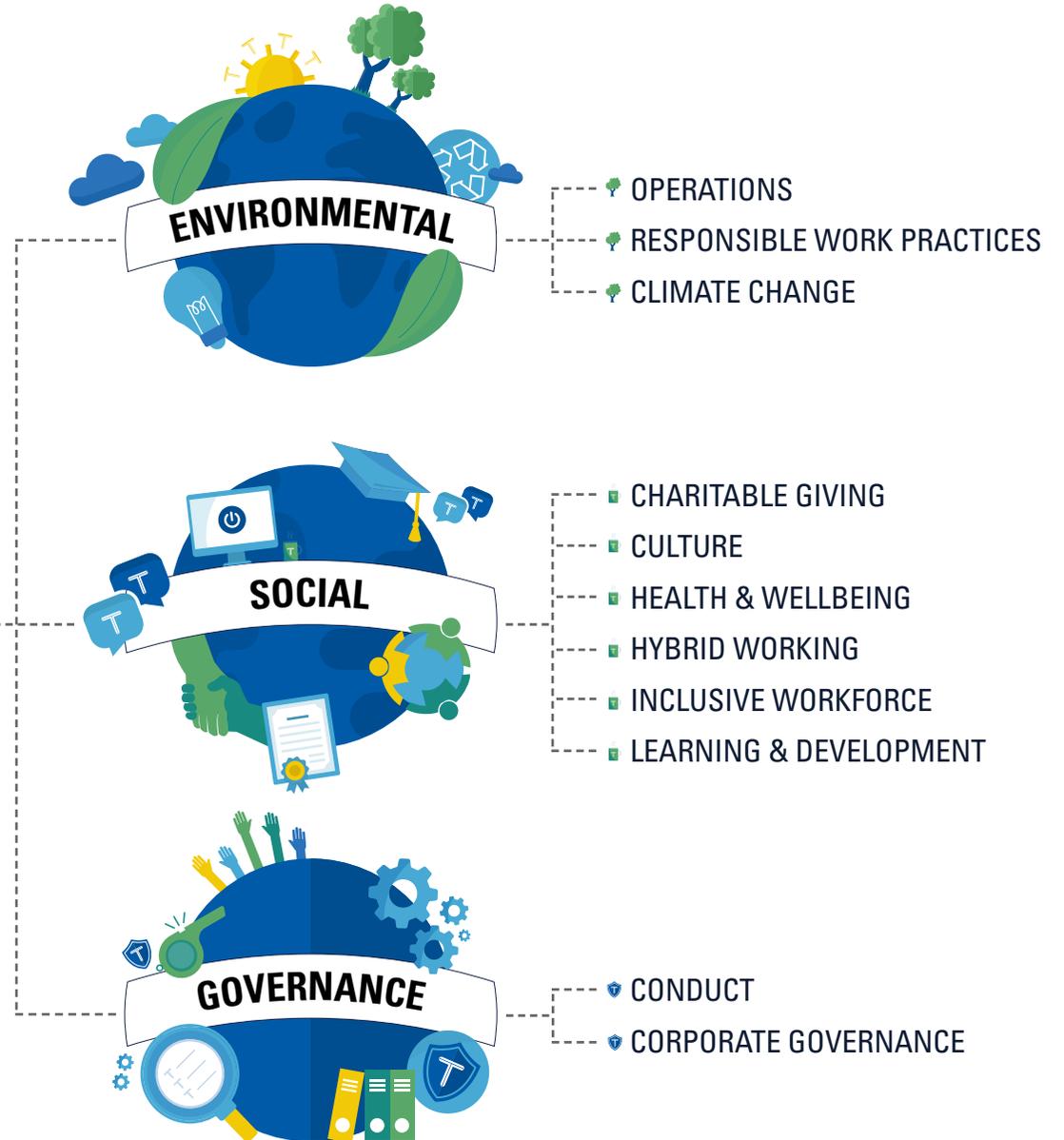
ESG

OUR COMMITMENT TO ESG

At Tysers our principled business practice sets us apart and we are applying this approach to our environmental, social and governance (ESG) efforts as we focus on delivering a more sustainable and responsible future for our business, our employees and the environment.

We are committed to a more inclusive and sustainable future but, like many businesses, recognise that we have some way to go. We are working with external advisors and the board to progress a number of priority areas as we accelerate our ESG efforts. We will share our plans as they evolve and as we embed them into our company culture and business strategy.

We are making progress across the following ESG areas...





ENVIRONMENTAL

Operations

We are reducing our environmental impact and improving the energy efficiency of our operations by leveraging technology to enable working from home and reduce the need for business travel.

We promote recycling in our offices and are increasing our demand for and use of goods that are developed in a sustainable way.

We are compliant with the Environment Agency's mandatory Energy Savings Opportunity Scheme (ESOS), carrying out ESOS assessments every four years to audit the energy used in our buildings, industrial processes and transport to identify cost-effective energy saving measures.

We work closely with all our landlords to look for opportunities to reduce any energy requirements in all of our offices.

Responsible work practices

Work Anywhere, our new way of working, will reduce our office footprint by 50% by mid-2022 and result in a significant reduction in carbon emissions from commuting.

Climate change

The increasing impacts of climate change, from hurricanes to wildfires and flooding, are all too apparent. We have expert inhouse resources to develop solutions and source coverage for risks exposed to these perils.

- Our Catastrophe Modelling team and technical specialists help clients assess their risk to natural catastrophes and advise on insurance products to protect them financially in the event of a loss.
- We have launched a ground-breaking parametric insurance cover, along with Redicova, that provides rapid financial assistance to communities following the devastating impact of tropical cyclones in Northern Australia.



SOCIAL

Charitable Giving

Tysers' Charity Initiative supports charities nominated by employees. Started in 2020, we have donated to a wide range of more than 30 charities, including local, community projects and national cancer organisations.

Culture

We care about one another and strive for success, enabling all members of the Tysers' Team to reach their full potential by fostering a culture of mutual respect and an inclusive, meritocratic work environment.

Health & Wellbeing

The health and wellbeing of our team is our priority and we have a number of resources available for support, including an online GP service, an employee assistance programme and membership of Cityparents, an inclusive network for City professionals who have a shared interest in balancing home life with a progressive career.

Hybrid Working

We recognise the importance of a better work-life balance and have introduced a more flexible approach to work with hybrid remote working models.

Inclusive Workforce

A priority area at Tysers is to create a more inclusive and diverse workforce where employees from all backgrounds have equality of opportunity to reach their full potential. This focus includes improving the representation and progression of women and we have enhanced our family-friendly policies to include maternity, paternity and shared parental leave policies. We believe that we now offer highly competitive family-friendly policies that promote work-life balance and flexibility.

Learning & Development

We respect, recognise and value each of our team members, investing in professional development to learn, grow and succeed.

In 2021 we launched an apprenticeship programme which combines relevant professional qualifications and a structured development programme.



GOVERNANCE

Conduct

We provide support and guidance to ensure that all members of the Tysers' Team are equipped to act with the highest standards of conduct, integrity, honesty and fairness and take all reasonable steps to adhere to our business information security safeguards, policies and procedures.

This support includes our Whistleblowing policy which encourages the team to report any suspected wrongdoing through a number of channels including Safecall, a confidential, independent third-party service.

Corporate Governance

Our tight corporate governance processes screen out any business that is at high risk of involvement in criminal or prohibited business, ensures that our employees follow appropriate and transparent decision-making processes and that the interests of all stakeholders are protected.

