

Organizational Commitment to Anti-Racism



Chubb operates within a dynamic and changing global environment where marketplaces and customers are culturally diverse and broad. Meeting diverse customer needs requires the best minds collaborating in a rewarding and supportive environment. The company's diversity, equity and inclusion strategy is designed to support Chubb's ability to attract, develop and retain the best talent -- regardless of background.

The events that unfolded across the U.S. in recent months focused Chubb's attention on the persistent challenges arising from bigotry, racism and racial injustice in society, particularly for Black people.

One important step in understanding the issues of racial equity and diversity at Chubb involved an assessment that provided meaningful insights about the Black employee experience and the impact company policies, practices and behaviors have on its workforce.

Informed by these learnings, Chubb is taking actions to be an anti-racist company. These specific initiatives include:

- *Race Matters Series.* Chubb launched Race Matters as an overarching educational platform to create greater consciousness of racism, and understanding of the Black experience through communication, training and self-education. This platform is primarily designed to socialize educational content and to provide guidance and resources to Chubb employees.

Beyond creating a safe space for dialogue, this forum avails new and existing learning and development programs to promote actions at the individual and team level.

- *Fair play in talent practices.* Chubb retains a high focus on promoting equity to ensure a level playing field and opportunities for all employees, including mitigating for unconscious bias in hiring, promotions, pay, and performance assessments.
- *Inclusive hiring.* Chubb is expanding the recruitment and sourcing of Black and other diverse talent and accelerating talent readiness through development, mentoring, and promoting internal movement. Managers are supported to improve workforce diversity by using an inclusive hiring toolkit which integrates proven practices to proactively address bias within the hiring process.
- *Industry partnerships and external efforts.* Chubb established a roundtable for racially diverse leaders within the industry aimed at attracting and retaining racially diverse talent. Also, working through the Chubb Charitable Foundation and the Chubb Rule of Law Fund, the company is supporting a range of programs to address inequality and promote social, economic and racial justice.

Chubb is committed to racial equity and justice and views this commitment as a long-term journey to sustain lasting change.

“ We want to enhance our individual and collective understanding of racism in society and strive within Chubb to be anti-racist in our behavior as individuals and as an organization.

Evan G. Greenberg, Chairman and CEO, Chubb

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