

Inclusion & Diversity Update

January 2022

At Apollo our people are at the heart of everything we do and we are committed to creating a diverse and inclusive workplace, one where difference is celebrated and everyone is welcome, included and can thrive.

We operate a zero tolerance policy to bullying and harassment and all forms of discrimination. This includes all of the protected characteristics of the Equality Act of 2010 as well as neurodiversity, parental and caring responsibilities, socio-economic status and working patterns.

Our Partnerships

Our CEO, David Ibeson, and our Board Chair, Julian Cusack, are both Ambassadors for [RATL](#) – the Race Action through Leadership - and Apollo sponsors all six of the Inclusion@Lloyd's Partner Networks.

In 2021 we also became members of [ENEI](#) – the Employers Network for Equality and Inclusion - and [EIDA](#) – the Employers Initiative on Domestic Abuse. We also worked with [SEO London](#) to provide internships at Apollo and with [BeMeta](#) to provide our employees with access to weekly 30 minute sessions of mental health coaching.

We also sponsored [Dive In](#) for the first time, sponsoring the UK Workability events on neurodiversity and disability and added [ACIN Recruit](#), the recruitment arm of the [African Caribbean Insurance Network](#), to our list of preferred recruitment suppliers.

The Apollo Values

We know that creating a diverse and inclusive culture is a continual process and that there is still much work for us to do but we made great progress in 2021 and really accelerated the pace of our inclusion work. We did this not only because it is the right thing to do but because we believe it makes us a better and more sustainable business.

All of our inclusion and diversity work is underpinned by the Apollo values:



Monitoring our progress

In March 2021 we performed a benchmark assessment of our current I&D position using the Lloyd's Culture Maturity Checklists.

We combined the checklists of Leadership, Ethics, Respect, Trust, Motivation and Diversity & Inclusion into one master Lloyd's Framework Culture Checklist spreadsheet and using the Lloyd's assessment criteria we assigned each area an assessment of either less than developing, developing, mid-way or high performing. This initial assessment identified key areas for us to work on and informed our programme of work for the rest of 2021.

Each month we review our progress against the checklist and report this to the Apollo Executive team. We made great progress and by the 31st of December 72% of the items in the combined checklist had reached a status of high performing.

Our progress in 2021

Across 2021 we:

- Equalised our maternity and paternity leave so that all new parents, as a day one right, are entitled to 12 months parental leave with 6 months paid (12 weeks at 100% pay and 14 weeks at 50% pay);
- Implemented “Additional Paid Leave” which grants all employees, as a day one right, up to 10 days additional paid leave covering emergency dependent care, bereavement, fertility treatment, miscarriage and pregnancy loss, menopause and andropause, gender affirmation and domestic abuse safe leave;
- Ran an extensive programme of inclusion training that included expert led leadership training, and “Let’s Talk about Race” workshops, online bullying and harassment training as well as internally led sessions on inclusive language and how to be an ally. This was all part of our work to increase the level of our employees’ knowledge around I&D and to create a “speak up” culture across of all Apollo;
- Ran an extended internal diversity data survey capturing new information on all of the nine protected characteristics of the UK Equality Act of 2010 as well as information on neurodiversity, caring responsibilities and socio-economic status. This survey had an excellent response rate of 91%;
- Participated in the PRA/FCA pilot diversity survey, sharing information gathered from our internal diversity survey;
- Created our first group of Apollo Inclusion Champions.

Our Gender Balance

As of the 31st December 2021, the gender balance for Apollo was:

	Male	Female
All Apollo	65%	35%
Exec & Exec-1	74%	26%

Our 2022 Action Plan

In 2022 we plan to build on, and expand, the work done in 2021. Our plans for 2022 include:

- Continue with all of partnerships from 2021 – ENEI, EIDA, RATL, SEO London and BeMeta;
- Partner with [Exceptional Individuals](#), who provide consulting, recruitment and employment support to employers and individuals with dyslexia, dyspraxia, ADHD and autism to roll out Neurodiversity training and help us become a more neurodiverse inclusive organisation;
- Partner with a disability inclusion organisation to help us start us on our journey to becoming a disability confident organisation;
- Continue to sponsor the [Inclusion@Lloyd’s Partner Networks](#) and work more closely with them and our Apollo Inclusion Champions to create a more diverse and inclusive workplace culture across all the areas of diversity the partner networks cover;

- Roll out [The Clear Company's](#) Inclusive Hiring Manager training to all of our hiring managers and recruitment team;
- Increase our use of direct recruitment and diverse recruitment channels;
- Offer insight days to local schools;
- Roll out year 2 of our internal mentoring programme;
- Collect socio-economic data from Board Members, Execs and Senior Leadership Teams and share with the PRA/FCA/Bank of England;
- Sponsor the "Fifty over Fifty" initiative - celebration of the contribution of women over 50 to the UK Insurance Industry;
- Participate in, and sponsorship of, additional market wide I&D events and initiatives such as Dive In 2022.

We will review our progress throughout the year to see if we need to adjust our action plan to take into account any new areas and actions. We will report on our progress mid-year and at the end of 2022 when we will share our I&D plan of work for 2023.

Our Employee Handbook, and our website, contains our Inclusion and Diversity policy which is approved and supported by all members of the Apollo Board and Executive Committee. It is reviewed on annual basis.

If you would like more information on our inclusion and diversity work at Apollo then please email inclusion@apollounderwriting.com and we will be happy to help.



David Ibeson

Chief Executive Officer

Apollo Syndicate Management