

Code of Conduct – Events

Lloyd's acknowledges the importance of diversity and inclusion in creating a market which aspires to be a destination of choice for global talent. We are therefore committed to maintaining standards of conduct which are aligned to the Lloyd's culture strategy.

Conduct at Lloyd's events

All online and in person attendees must adhere to the following principles:

- Delegates must not discriminate against or harass other people in relation to a protected characteristic (age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, nationality, ethnic or national origin, religion or belief, sex or sexual orientation).
- Harassment includes sexual harassment and covers any unwanted physical, verbal or non-verbal conduct which is, related to a protected characteristic and which is intended to or has the effect of violating someone else's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can amount to harassment.
- Delegates must not take actions that interfere with the event, such as shouting over speakers and interrupting presentations.
- Delegates must not use possess or consume illegal drugs or substances at the event. Delegates must not consume alcohol in a way that leads to unsafe or inappropriate behaviour, such as becoming belligerent, overly intoxicated, or engaging in physical altercations.
- Delegates must follow venue-specific rules, including smoking only in-designated areas, and complying with event health and safety guidelines such as fire safety procedure
- These requirements cover conduct towards employees, event attendees/participants, volunteers, and suppliers.

Taking action

We encourage delegates not to be a bystander and to challenge inappropriate behaviour as it occurs.

Delegates should report incidences of inappropriate behaviour to security or the event organiser.

Consequences for Breaching the Code:

If any individual is found breaching the code of conduct, they will be asked to stop immediately. Depending on the severity of the situation, responses may include:

- Directly addressing the behaviour with the individual or their company representative.
- Involving venue security for immediate action.
- Removal from the event without prior warning or refund.
- Referral to law enforcement authorities for serious infractions.
- A ban from attending future events hosted by our organisation.
- The decision on whether behaviour violates the code will be made at the sole discretion of event organisers, and their decision will be final
- For Lloyd's employees, breach in the code of conduct could lead to employment action including potentially dismissal

Please be advised:

Individuals working in the Lloyd's Market may also report concerns to Lloyd's for further follow up at inclusivemarket@lloyds.com.

Acknowledgment box

By attending this event, I agree to adhere to the Code of Conduct outlined. I commit to upholding a safe, respectful, and inclusive environment for everyone. I accept that the organisers of the event have the right to act as appropriate to ensure the safety of all.