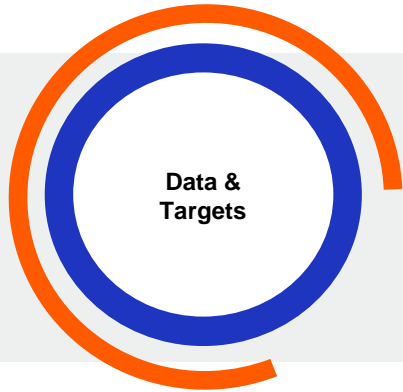

Lloyd's Ethnicity Long Term Plan Update

January 2020 - Present

Our Ethnicity Long Term Plan 2021-2022

We continue to make progress against our plan – yet we have more to do

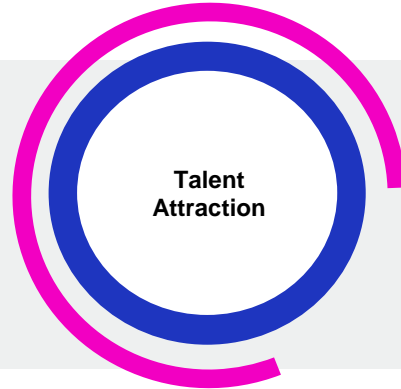


Data & Targets

Publish Corporation Ethnicity Pay Gap ✓

Set 1 in 3 hiring ambition for the Corporation and Market ✓

Improve Corporation data on ethnicity at all key points in the employee lifecycle, starting with Attraction and Recruitment, Progression and Performance ✓



Talent Attraction

Enhance inclusive hiring practices for all roles, increasing diversity of available interviewers for interview panels ✓

Measure progress against 1 in 3 hiring ambition – Corporation 31% , Market 15% in 21/22 ✓

Sponsor ACIN including providing space in the Lloyd's building ✓



Talent Management

Analyse outputs from performance and talent reviews to inform development of ethnic minority talent in the Corporation ✓

Accelerate Career Development Programme embedded (80% promotion rate for Corporation participants) ✓



External Promotion, Advocacy & Engagement

Completing Dr. Jonathan Honest Conversations Focus Groups ✓

Recruit in-house Archivist to increase understanding of Lloyd's historical artefacts, launch partnership with Black Beyond Data, Publish Angerstein Report, Change curation of within 1 Lime Street of Angerstein. Publish digital exhibition ✓

Visible diverse role models promoted on MyLloyd's ✓

What's next for 2023



Embed RIO and enforce mandated collection of ethnicity data

Continue to measure progress against 1 in 3 hiring ambition, upskill the Market in inclusive recruitment and talent management practices

Publish Digital Exhibition resulting from Archives Research with Black Beyond Data/John's Hopkins University

Re-curation of Angerstein in Lloyd's Building & publication of Angerstein Report, development of Racial Equality Webinar

Communicate 3 year funding partnerships with charities supporting racial equality