

March Xx 2024

## **Chaucer achieves Gold status with DE&I Consultancy firm Clear Assured**

- Number of women in senior roles at Chaucer has increased from 18% to 35% since 2020
- 92% of colleagues feel that Chaucer respects and encourages DE&I.

Leading specialty (re)insurance group Chaucer have been awarded Gold status from Diversity, Equity and Inclusion consultancy firm Clear Assured. Chaucer is one of two insurers to achieve this prestigious accreditation alongside Lloyd's of London who also have Gold status.

Clear Assured are a Diversity Equity and Inclusion (DE&I) standards accreditation company that gives companies a clear framework to follow and effective tools for achieving DE&I targets. Gold is awarded to organisations that can provide evidence of fully integrating DE&I into all its policies and practices.

Chaucer first committed to the Clear Assured framework in 2020 to benchmark their DE&I efforts and outcomes against an externally accredited framework whilst measuring progress with their ambitious DE&I roadmap.

Rob Callan, CEO of Chaucer, says: "We're delighted to have achieved Clear Assured's Gold status for progress in diversity and inclusion. Clear Assured set a very high bar and to be recognised with Gold status shows our hard work is bearing fruit.

Gold status has given us confidence that our initiatives really are making a difference. While we've made good progress, there is still much to do."

### **Chaucer's achievements in DE&I include:**

- maintaining their target of one in three hires being ethnically diverse talent
- achieving the 35% target for women in senior roles set by Lloyd's – up from a starting base of 18% in 2020
- making improvements to their gender and ethnicity pay gaps, improving their gender pay gap by 12.2% since the start of reporting

- further implementing a voluntary disclosure for ethnicity since 2022, having improved by 7.6% so far.

Says Rob Callan: “On top of increasing the number of women in senior roles, we’ve made steady improvement to reduce our gender and ethnicity pay gaps. We’re committed to continuing our good progress in these areas.”

Chaucer say that the Clear Assured framework has helped them put robust process and policies in place to improve our Inclusive Hiring – with all their hiring managers having to be accredited. Chaucer say this was done to help them achieve ambitious targets through their commitment to Lloyd’s diversity targets, Women in Finance and Race at Work Charters.

Chaucer also received recognition through Clear Assured for their high-quality DE&I development programmes, including Active Bystander training for all colleagues, and requiring managers to participate in their Inclusive Leadership programme.

## **ENDS**

### **About Chaucer**

Chaucer are a leading specialty (re)insurance group working with brokers, coverholders and clients to protect and support business activities around the world. Our services are accessed both through Lloyd’s of London and the company markets.

We are defined by an enterprising, bespoke approach to (re)insurance, enabled by the individual character, experience and imagination of our expert teams.

Chaucer is a member of the China Re Group and backed by their financial and operational resources. China Re is one of the world’s largest reinsurance companies whose outstanding and comprehensive strength is rated A (excellent) by AM Best and A (strong) by S&P Global Rating.

For more information, visit [www.chaucergroup.com](http://www.chaucergroup.com)

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