

CRM BROKERS' COMMITMENT TO DIVERSITY

Diversity is a part of the way we work and achieve results. CRM Brokers' commitment to diversity supports our business goals to:

- Attract, develop, retain and reward talented employees
- Be the experts in understanding the changing risks of business Australia-wide
- Be the experts in understanding and serving the changing needs of our clients.
- Build and effectively manage our brand to all clients.
- Create and develop innovative products and services.
- Make our products and services available and attractive to clients through the channel of their choice.

We have taken many steps to make diversity a vital part of the way we do business by:

- Ensuring diverse talent at all levels through internal & external staffing efforts.
- Developing diversity awareness and skills at all levels and within all functions.
- Encouraging all employees to practice inclusion to ensure maximum employee engagement and commitment
- Establishing staffing practices, training and development programs, and employee benefits to attract, develop and retain a diverse workforce.
- Exploring new and diverse markets, client and distribution channels for "CRM Brokers" products and services.
- Understanding global cultures, clients' needs and business practices and developing strategies to meet those needs.
- Partnering with and investing in the diverse Associations with whom CRM Brokers does business.