

Introducing our ESG approach

How we are
making
a **difference**

underwrite
me



We're committed to **tomorrow**

Corporate responsibility is something we take very seriously here at UnderwriteMe. And we're continuously taking steps to achieve positive change. Not just for our team and our business, but for our clients and the environment too.

We've implemented a number of policies and initiatives that create a lasting impact. This document aims to give you an overview of our commitment as well as introduce some of the actions we've taken. It all starts with our core pillars.



“Doing the right thing is an important part of the culture at UnderwriteMe.

Whether that is for the people who work here, for our clients or for the communities that we work within. The three pillars of our ESG approach define the areas that we really want to focus on to make sure that ethics and sustainability run through everything we do. We have the added benefit of having Pacific Life Re and ultimately Pacific Life as our shareholder, both companies with strong ethical values at their core.

Building a positive society that we would all want to live in is really important to me personally and I believe that we should try to make a difference in everything we do, however small – be it by influencing the team we work in or the business that we are part of. Our ESG approach sets out what we are doing to support that positive change.”

James Tait – CEO
UnderwriteMe



Our **pillars** overview



Social Engagement

We're committed to making a positive impact on wider society and the communities around us.

Diversity, Equality & Inclusion • Health & Wellbeing • Community Engagement



Environment & Sustainability

We will conduct our business in a sustainable way and minimise our environmental impact.

Managing our Carbon Footprint • Environment Partners



Ethically Governed Future

We will hold ourselves to account with a robust governance framework.

Decision-Making • Good Governance • Ethics & Compliance



Social engagement

Our strength lies in our ability to embrace and celebrate our differences. Which is why diversity, equality and inclusion is part of our identity. After all, it's through different approaches that we'll achieve better outcomes.

To help foster collaboration and inclusivity, we have a very active D&I Committee which leads several initiatives including:

- UnderwriteMe is a key sponsor of Pacific Pride, which celebrates the LGBT+ community, promotes allyship and hosts a diverse range of cultural events.
- Supporting local initiatives such a North Shore Smile Mums 2U (Australia), My Brothers Table (North America), Guide Dogs (UK) as well as other regional volunteer days.

In addition to our Social Engagement we are proud to have become a founding member of GAIN (Group for Autism, Insurance, Investment and Neurodiversity).

As a GAIN member we will work to champion Neurodiversity in the workplace to ensure everyone can thrive and help grow the Life Insurance industry.

We also look to support our colleagues with a number of events and webinars. Our two key ones are Tea & Talk (which consists of a panel discussing a variety of topics) and our Lunch and Learns where we try and help educate team members on a wide range of subjects



We've also made significant strides in promoting wellness and mental health, especially through our dedicated Wellness Committee.

Supporting Our People

The actions taken by our team have been recognised across the industry, resulting in a number of awards. This includes Best Pandemic Response at the 2020 Legal & General Not a Red Card Awards, as well as Best Mental Health Initiative in Lockdown at the 2021 InsideOut Awards. As part of the Pacific Life Group, UnderwriteMe benefit from the above awards due to our continued support and contributions within these areas. Additionally, UnderwriteMe have been **rated 4.9 out of 5 stars on Glassdoor.**

Supporting Communities

We're also committed to making a positive impact by partnering with charitable and community programmes and initiatives. We support non-profit organisations and charities in the communities we operate in through volunteering and fundraising as well as by utilising our time, talent and resources. UnderwriteMe engages with a range of initiatives in each of our office locations, and we support our staff in their own efforts by providing time off to volunteer.

Our Commitments

- We will continue to grow a culture that embraces and celebrates the individuality of our employees, our partners and our communities.
- We will promote policies and initiatives that protect and enhance physical and mental health.
- We will support partners, volunteering and giving, particularly in the areas of education, the environment and health.



Environment & Sustainability

UnderwriteMe understands the importance of setting ambitious climate goals and we're exploring opportunities to manage the environmental impact of our travel and office footprint in a sustainable way.

Our Commitments

- Through our environment in policy which is in progress, we'll measure and report, minimise and/or offset our carbon impact for travel and office energy use.
- We'll form long-lasting partnerships with environmental organisations and charities to allow our employees across the globe to get involved in their respective communities.



Ethically Governed Future

At UnderwriteMe, we're committed to doing our part as a responsible business, which starts with embedding our values and ethics into our core strategy, decision-making and business objectives.

Underpinned by our principles, this will ensure ESG and ethical considerations are at the heart of our future actions.

Our Commitments

- We will maintain a robust governance framework that not only meets legal and regulatory requirements, but also supports our ethical approach to business.
- We will conduct our business in an ethical manner and in accordance with our principles.



Contact Us

If you'd like to talk further about our ESG policies and initiatives, please get in touch.

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