

# **AmTrust International**

## **Board Diversity Statement**



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AmTrust International is committed to promoting and attaining diversity throughout its workforce and creating an inclusive culture that facilitates the open exchange of ideas and opinions. It believes that a combination of demographics, skills, experience, race, ethnicity, age, gender, educational and professional background, and other relevant personal attributes is important in providing the range of perspectives and insights needed to support sound decision making.

As such, AmTrust International's insurance companies have adopted Board diversity policies to ensure that they achieve and maintain the necessary diversity for their respective Boards. The policies require that the Boards maintain an appropriately diverse composition, taking into consideration their size, scope and complexity, which will enable an individual Board member to not only effectively fulfil their specific Board remit but also have the capability as a member of the Board to provide effective challenge across the full range of the firm's business activities and explore key business issues rigorously.

The diversity of the Boards will form part of the annual Board effectiveness review processes. The mix of skills and experience held by each Board collectively will be considered within the context of evolving business needs. A broad set of qualities and competencies will be sought for all new Board appointments which will include the qualifications, experience and competencies required for the particular role as well as those required to complement the existing Board. Appointments will be made on merit with due regard for the benefits of Board diversity fully considered.

