

Diversity, Equity & Inclusion (DEI)

Lockton has built its reputation by providing great services to our three key stakeholders: clients, Associates and communities. To deliver on this promise, we are committed to advancing a diverse, equitable and inclusive workplace where all people feel welcome, valued and are excited to build a career here.

By feeling empowered to bring their authentic selves to work, Associates can achieve innovative and effective results for our clients, our business and the communities in which we work and live. As a company, our goal is to advance diversity, equity & inclusion (DEI) with a strategy that reaches across these three key stakeholder groups. Our DEI strategy ensures we're taking the right steps and leading the way for others in the industry to follow.

VISION:

At Lockton, we believe in the power of all people. Our passion and commitment to diversity, equity and inclusion helps our clients, our people and our communities reach their ultimate potential.

GOALS:

To achieve our vision, Lockton's DEI goals focus on those important to us ...

CLIENTS	ASSOCIATES	COMMUNITY
<p>Develop innovative client solutions and detailed plans to support future growth.</p>	<p>Build an unmatched global people strategy that empowers our people and continues to ensure Lockton is the best place to work.</p>	<p>Create strategic community partnerships to transform the communities we serve and inspire Associates to be engaged to make change.</p>

Defining our work

Lockton defines each aspect of DEI because it's vital that we get it right.

DIVERSITY	EQUITY	INCLUSION
<p>Ensure our organization is representative of the communities in which we live and work.</p>	<p>Ensure all individuals have fair and equitable opportunities for development, compensation and promotion.</p>	<p>Ensure all individuals are valued and their unique voices heard in solving business challenges for Lockton and our clients.</p>

Setting a cultural standard

At Lockton, culture is dependent upon all of us. With Ron Lockton, CEO, and Stephanie Robinson, Chief Diversity Officer, leading the way, we're taking action across the enterprise to bring DEI to life.

DEI COUNCIL, DEI COMMITTEES. The DEI Council and DEI Committees bring best practices, innovative ideas and the voice of all individuals to inform the DEI strategy at the enterprise and series levels, respectively.

ASSOCIATE-LED RESOURCE GROUPS. Lockton sets a cultural standard by supporting Associate-led Resource Groups (ARGs). These national groups help us focus on what's important and bring voice when change is needed to further advance DEI across the enterprise.

 **ASPIRE** Asian Pacific Islander Desi Americans
Rising and Empowering

 **BOLD** Black Originators, Leaders and Doers

 **Juntos** (Together)

 **PRIDE** Inclusive community for LGBTQIA+

 **VALOR** Supporting Veterans

 **LOCKTON WOMEN IN LEADERSHIP** Women in Leadership (WIL)

BIAS TRAINING. Unconscious Bias training helps fulfill our desire to build a more inclusive culture. By integrating this training with our new Associate orientation process, we provide meaningful discussion, exploration and deeper understanding of an inclusive culture as soon as Associates start at Lockton.

INTERNAL COMMUNICATIONS. Lockton's DEI group utilizes Workplace (Lockton's internal communications platform) to educate, engage, spark interest and create meaningful conversations.

LOCKTON INTEGRITY ADVOCATES. We offer this program to ensure a work environment free of harassment and discrimination based on factors such as race, color, religion, gender, etc.

THE LOCKTON-BIRWOOD ALLIANCE

Lockton partners with Birwood Services Group, a certified minority business enterprise (MBE). This alliance is part of Lockton's strategy to change the trajectory of diversity by bringing together top minority talent in the industry and providing greater opportunities for individuals (early in their career) to gain valuable industry experience. Lockton's relationship with Birwood strengthens our ties to MBE suppliers and vendors to provide the best service to Lockton clients around the world.



Advancing DEI from the inside-out

Lockton empowers Associates to make a difference in the communities where we work and live. We provide our people with paid volunteer time to support the organization(s) of their choice. In 2023, Lockton's charitable donations totaled more than \$23 million. Those funds provided support to a variety of charities that were important to our people — and Lockton.

- Community Development
- Healthcare
- Human Services
- Veterans
- Women
- More