

Press Release

07 November 2016 - N° 28

SCOR strengthens its commitment to diversity with the signing of a Global Charter on Professional Equality between Women and Men

SCOR marks a new milestone in its commitment to diversity with today's signing of a Global Charter on Professional Equality between Women and Men. This Charter extends the commitments of the European Charter signed in 2015 to all of the Group's offices throughout the world, in terms of recruitment and hiring, career development, access to the highest levels of responsibility for women and men, professional training, pay equality and work-life balance.

The Group's commitment to diversity is moreover supported by a whole set of initiatives, including:

- The promotion and monitoring of diversity in the management of human capital;
- The organisation of dedicated diversity days in all of the Group's offices;
- Participation, in France, in the *Trophées de la femme dans l'assurance* ("Women in Insurance Awards"), in which SCOR enters candidates and sponsors the "Best Manager" award;
- Membership of Financi'Elles, the French network for the promotion of gender diversity in the Banking, Finance and Insurance sectors.

In addition to these initiatives, an internal network for the promotion of gender diversity, SIGN (SCOR International Gender Network) has been created on the initiative of several women within the Group. Supported by SCOR's Executive Committee, this network will work towards the implementation of a global mentoring programme dedicated to women, and to the roll out of numerous gender diversity actions at a local level.

Denis Kessler, Chairman & Chief Executive Officer of the SCOR group, comments: *"SCOR is a global Group and, as such, places great importance on the diversity of talent. With this in mind, in 2015 the Group signed a European Charter on Professional Equality between Women and Men, which has now been extended to all of our offices throughout the world. The commitments made in this Charter set a course and open the way for numerous actions in favour of gender diversity. SCOR's commitment to professional equality between women and men is fully in line with our values, constituting a source of dynamism for our teams and enhancing the collective performance of the Group".*

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