

## A statement about diversity, discrimination and a culture of Good Company

June 16, 2020

As an organization we are deeply saddened by the recent events that have transpired around us and the needless loss of life. Racism is, and will always be, unacceptable. It will never find a home at Reliance Standard.

We cannot and will not entertain discrimination of any kind: not because of race or age or religion, not because of gender or sexual orientation. Respect for others is paramount to who we are, who we aspire to be, and the environment we work together to build. We must continue to walk the walk.

We are proud members of The Tokio Marine Group, one of the oldest, largest and most respected insurance companies in the world. We embrace and honor the principles of **Good Company**, that direct us to empower our people; deliver on our commitments; and look beyond profit to benefit our colleagues, customers and communities. We know diversity is a source of our strength.

Over the past several years we have worked together, as an organization and a family, to create a strong culture and clear, shared values. We are on a journey to create and sustain a culture where all employees feel comfortable to be themselves, to feel valued, respected, and honored to do their best work.

We have engaged a respected Diversity, Equity and Inclusion (DE&I) consultant to help us build and continuously improve a workplace culture we can all be proud of, and ensure its long term success.

These are stressful, uncharted times; but periods of meaningful growth are seldom calm. We admit there is much to learn, and we are committed to listening and growing, together, to improve as an employer, a business partner, a trusted advisor and an extended family.



**Chris Fazzini**  
*President*  
Reliance Standard

### Our Shared Values

**We operate with honesty, transparency and trust.**

**We collaborate and communicate openly, free of politics and personal agendas.**

**We are empowered to achieve the company's mission and hold ourselves accountable.**

**We solve problems and advance by challenging the status quo.**

**We care about each other and our communities.**

**We have fun.**