



living better together

Diversity & Inclusion –
Strategy



OUR COMMITMENT to diversity

We are committed to a trustful interaction with each other and to perceive ourselves not only in our professional roles, but also as individual people with all their differences. Our commitment to diversity is an expression of our humanity.

We draw strength from our diversity and we learn from our mistakes. This is the only way our employee community can develop and hence support our customer community.

“Diversity is being invited to the party.
Inclusion is being asked to dance.” (Verna Myers)



OUR COMMUNITY – the power of diversity

We, the employees of UNIQA, are just as diverse as our customers. Following the basic idea of insurance, together we form a community in which we value and respect each other – regardless of gender, age, origin, physical or mental ability, sexual orientation, religion, world view or other characteristics. Diversity is the power that enables us to realize our potential.

It brings sustainable benefit to our company, to us employees, to society and the economy.

OUR MISSION statement on diversity – what we stand for

We promote diversity as it creates innovation and growth.

Our diversity creates a place for personal growth, development and meaningful engagement at UNIQA. With us, everyone finds the right place to develop their full potential for the benefit of our customers, colleagues and our company.

We live diversity and work on ourselves.

We embrace the diversity of perspectives which we want to achieve in our teams and at all management levels. We recognize unconscious and reflect conscious biases that influence our behavior. This enables us to make objective personnel decisions and make use of the uniqueness and talent of each and every individual.

We stand against intolerance and exclusion.

Our community includes 16 million people in 18 countries. We are committed to diversity and give no space to intolerance and exclusion. We create the structural and social framework to be able to live our diversity prosperously.

OUR GOALS, initiatives and key figures

Our primary goal is to promote diversity and inclusion at UNIQA. In doing so, we pursue the following main objectives:

1. **Equal pay for equal work**
2. Promotion of equal opportunities with the clear goal of having **more women in management positions** in the future.
3. Focus on **generation management**. Because old and young contribute together to the company's success.
4. Strengthening the **compatibility of work and family life** is a requirement for achieving the preceding objectives.
5. As a company operating in 18 countries, we want to use **internationality and cultural diversity as a strength**.
6. As we move towards an open culture, we identify and address **the needs of people with disabilities to better include and support them**.
7. We express our **respect for the sexual orientation and identity of all people** through a clear commitment and specific emphasis.

The ambition to make visible and measurable progress despite limited resources leads us to place a special focus on two priority areas until the end of 2023.

Equal pay for equal work

By the end of 2023, the adjusted pay gap in Austria will be reduced to below 1%. In our second home market, the CEE region, we are focusing on our large national companies in Poland, the Czech Republic and Slovakia, where we will also implement standardized and regular equal pay analyses and measures by 2023.

More women in management positions

We have set ourselves the goal of increasing the share of women in higher positions in Austria in general and explicitly in management functions by 5 percentage points by 2023. With this goal, we want to achieve more gender diversity in higher-level functions and at all management levels.

UNIQA Inclusion Index

Employee feedback counts - we measure the success of our D&I strategy through the perception of our employees. The newly created UNIQA Inclusion Index serves this purpose. We measure how well we succeed in creating a working environment in which appreciation, equal opportunities, fairness and belonging can be experienced, so that every person is included and can contribute in a valuable way.

Examples of initiatives to promote diversity & inclusion

- Regular implementation of the pay gap analysis for Austria and gradual expansion to other countries.
- Allocation of a budget to close the adjusted pay gap.
- Mandatory training on „Unconscious mind. Inclusive leadership“ for all managers.
- Revision of our HR processes on recruitment and promotion to increasingly target diverse talents and ensure transparency and equal opportunities in internal careers.
- Offering a mentoring program in Austria to provide opportunities for professional and personal development.
- Development of a D&I policy to create commitment and clear responsibilities.
- Development and communication of a standardized process for dealing with allegations of discrimination.
- Establishing and supporting a wide variety of networks and focus groups.
- Offering internships and job shadowing for people with disabilities.
- Interviews to survey the needs of different generations and derive specific measures.



These and other measures are accompanied by a clear commitment to diversity & inclusion in the form of memberships and engagement as well as consistent external and internal communication.

