



living  
better  
together

Justice, Equity,  
Diversity & Inclusion –  
Strategy



# OUR COMMITMENT

## to justice, equity, diversity & inclusion

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.

In order to make our comprehensive understanding visible, we have expanded our concept of diversity and inclusion and added justice and equity (JEDI stands for Justice, Equity, Diversity & Inclusion).

*“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 17 million people in 17 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 17 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 four key areas until the end of 2026.

Our priorities 2024 - 2026:

## **Equal pay for equal work (Justice)**

### **Goals until the end of 2024**

- Reduction of the adjusted gender pay gap by 20 % compared to the 2023 baseline, with a maximum reduction to  $\leq 1$  %.

### **Initiatives to achieve goals**

- Addition of this goal in the target agreement for managers and experts
- Application of a new tool for ongoing review and simulation of the impact of salary measures
- Dedicated budgets to close the gender pay gap
- Special focus on avoiding salary differences when hiring new employees and on return from parental leave



## More women in management positions and focus on work-life balance (Equity)

### Goals until the end of 2025

- to increase the proportion of women in top management, differentiated by country by 5 or 7 percentage points
- to improve the gender balance in countries with an already high proportion of women in top positions

### Initiatives to achieve goals

- On the one hand, proven measures will be continued (e.g. mandatory training on „Unconscious Mind. Inclusive Leadership“; recruitment guidelines and mentoring programs).
- On the other hand, many group-wide projects focus on ensuring gender diversity:
  - Implementation of a structured talent management concept for nominating, reviewing and evaluating talents
  - Implementation of structured succession plans for all key positions within the group with a focus on the development of female successors
  - Equal access to training and development opportunities for managers and offers of special „women’s career“ advice
- Promotion of flexible working arrangements: Shared leadership concepts (job sharing), part-time management models etc. to enable women to pursue a management career.



## Age diversity - Generation management (Diversity)

### Targets

- Stronger retention of older and younger employees
- Preservation of know-how and experience in the company

### Initiatives to achieve targets

- „Gen UNIQA“: Reverse mentoring programs throughout the group
- „My unique Summer“: Cross-boarder assignment for apprentices/young employees in summer
- Development of alternative working models for employees 60+ in AT





## People with disabilities (Inclusion)

### Goals

- Creating an inclusive work environment and actively recruit people with disabilities

### Initiatives to achieve goals

- Intensification of cooperation with local organizations (e.g. participation in the myAbility talent program in AT; „UNIQA Ability“ program: pilot project in Poland)
- Cooperation with Kolibrik in CZ and Profesia in SK
- Training to raise awareness and build knowledge for people experts, managers and all employees
- Checking the accessibility of career pages

## Examples of other initiatives to promote Justice, Equity, Diversity and Inclusion

- Embedding in governance (Group-wide policy and committee)
- International conferences to promote the topics in the group and improve networking
- Dashboards for visualizing the most important data
- Inclusion index to measure the appreciation, equal opportunities, fairness and affiliation that employees perceive in their work environment
- Standardized process for handling discrimination cases and a low-threshold service for those affected
- E-learning program on equal treatment and protection against discrimination
- Employee resource groups for employees to participate in
- Increasing accessibility in the UNIQA Tower as part of the redesign
- Start of the implementation of a third gender in IT applications
- Premium sponsor of EuroGames Vienna 2024 and participation of athletes and volunteers
- Certification as a family-friendly company – Audit „berufundfamilie“
- Development of a parental leave management

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

