



QBE North America

Our focus on culture, people and diversity.

QBE Culture

QBE North America is a global insurance leader helping customers solve unique risks, so they can stay focused on their future. QBE's culture is the foundation of this mission, not just what we do, but how we do it. Our culture is QBE's DNA, which is built upon the values that make us who we are, what we stand for and how to operate to fulfill our purpose.

By practicing inclusion, we honor our QBE DNA, create access and achieve our mission.

Recognition

- 2022 Brandon Hall Group Silver Award for Best Use of Employee Resource Groups to address Diversity, Equity & Inclusion
- 2022 Bloomberg Gender-Equality Index
- 2021 Insurance Business America (IBA) 5-Star DE&I Award
- 2021 Acord Women's Insurance Advancement Award for D&I
- 2022 S&P Global Sustainability Yearbook

Employee Networks

- **MIX (Multicultural & Inclusive eXtension)** - To create an inclusive workplace environment that enables cultural awareness and respect, and allows people to thrive while supporting individual growth. MIX amplifies QBE culture in the workplace and in the communities it serves through engagement, promotion and programming that fosters cultural awareness and communication.
- **Pride** - To promote a positive and inclusive work environment for QBE's LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Allies) employees and build a supportive and affirming atmosphere to drive continuous improvements in company policies and the work environment. Pride offers networking opportunities and advances innovative ideas to drive awareness of the QBE brand within the LGBTQ community.

- **Q4S (QBE for Sustainability)** - To foster a culture of sustainability and improving the social, economic and environmental well-being of the communities where our colleagues we live and work. Through programming and engagement, Q4S brings greater awareness to make positive and impactful contributions and drive long-term sustainability measures for our people, customers and stakeholders.
- **Valor** - To foster a respectful and inclusive environment that welcomes QBE veterans, military-affiliated employees and job seekers. Valor's goal is to identify and address challenges, such as veteran/military-affiliated recruitment and retention, and drive improvements in company policies and the work environment to meet those challenges.
- **WIN (Women's Insurance Network)** - To support the growth, development and advancement of all women at QBE to foster a more diverse and inclusive culture. WIN provides developmental opportunities to help women achieve their personal and professional purpose. WIN is committed to increasing awareness of issues and identifying the barriers impacting women to drive improvements in company policies and procedures.

QBE Scholarships & Early Career Programs

QBE North America is committed to being an employer of choice. QBE Early Career Programs provide opportunities for the next generation of leaders through scholarships, internships and underwriting programs.

- **QBE Internship Program** - A 10-week summer program designed to develop talent within the insurance industry and QBE. Interns will build relationships with peers, senior leaders and business leads.
- **QBE Next Generation Underwriting Program** - A one year underwriting program designed to teach, develop, and ultimately prepare you for your future career as an underwriter.
- **Madison College (Madison, WI)** - Rainbow Scholarship is an endowment focused on high school students planning to attend Madison College and/or currently enrolled Madison College students who identify as part of the LGBTQ+ community.

QBE North America

- **Spencer Educational Foundation** - Provides funding for the education of tomorrow's risk management and insurance leaders.
- **St. John's University (Jamaica, NY)** - The QBE Scholarship for Diversity and Inclusion in Insurance through the Peter J. Tobin College of Business.
- **UNCF (United Negro College Fund)** - QBE Action for Inclusivity Scholarship program provides need-based scholarships for Black/African American sophomore and junior students with opportunities for internships.

Partnerships & Sponsorships

[The Black Insurance Industry Collective \(BIIC\)](#)

[CEO Action for Diversity & Inclusion](#)

[Insurance Industry Charitable Foundation \(IICF\)](#)

[National African American Insurance Association \(NAAIA\)](#)

Media Placements

- *Risk & Insurance*, "[Time to Get Uncomfortable: Addressing Diversity & Inclusion in Insurance](#)"
- *Risk & Insurance*, "[June Is Pride Month. But Supporting LGBTQ Employees Has to Happen Year-Round](#)"
- *Insurance Business America*, "[From bikers to belonging: QBE discusses diversity, equity, inclusion and more](#)"

QBE Foundation

The QBE Foundation is committed to creating strong, resilient and inclusive communities. We work in partnership with community organizations, with a focus on climate resilience and inclusion - two areas where we believe we can have the greatest impact.

QBE supports employee engagement in the community through employee-driven grants and volunteer initiatives, matching donations and internal fundraisers.

At QBE our purpose is **to give people the confidence to achieve their ambitions.**
Our QBE Foundation helps us deliver on this.



Partners:



Our DNA

We are accountable
#OwnItNow

We are courageous
#DoTheRightThing

We are technical experts
#KnowYourStuff

We are fast-paced
#RampItUp

We are customer-focused
#OutsideIn

We are inclusive
#ValueAllViews

We are a team
#Together

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