

**NEWS RELEASE:
FOR IMMEDIATE PUBLICATION**



24 September 2018

SSP takes further strides towards inclusivity and diversity

SSP has become a signatory of both the Inclusive Behaviours in Insurance Pledge and the Tech Talent Charter. These initiatives in the insurance industry and the technology market as a whole, have been borne out of the need to ensure we drive out poor behaviours, and value success and talent in all areas.

Much progress has already been made within SSP on the journey toward true inclusivity, with highlights comprising of the creation of a diversity calendar, mentoring, learning & development, and recognising the importance of a family-friendly culture. Becoming a signatory of these initiatives will enable a greater level of understanding and equip SSP with the tools to continue building a positive workplace, empowered to make meaningful change.

The Inclusive Behaviours in Insurance Pledge and Tech Talent Charter are run as industry collectives, ensuring continuity across the market, boosting the ability to tackle the looming digital skills gap. They also support the insurance industry in attracting – and retaining – the best and brightest.

Jemma McKenzie, HR Director and Diversity Group Lead at SSP said: "Whilst SSP has some female talent across the organisation, a recent review highlighted this could be significantly improved, particularly at a senior level. Having greater equality across the team and within the technology industry will improve performance and enable innovation for everyone."

Debbie Forster, TTC CEO said "It's vital for the industry to come together as a whole to do more to show females that a career in technology is incredibly rewarding, to increase the number of females working within the industry, to attract people who are considering a career change, and to encourage younger generations to consider these careers from the word go. One single company can't do it alone, which is why we're asking organisations such as SSP to pledge their support for the Tech Talent Charter and join us on our exciting journey. For more information please go to <https://techtalentcharter.co.uk/>"

---ENDS---

Notes to editors

About SSP

SSP is a global provider of technology systems and solutions across the entire insurance industry, using our expertise to enable our customers to transform their business and increase their profitability. SSP provides core technology solutions, distribution and trading capability, advanced analytics and solution delivery. We work with 8 of the top 10 UK insurers, 4 of the top 10 global insurers and over 40% of UK brokers. Our unique position in the market, including the largest market share of UK e-trading, enables us to provide leading data insight and unrivalled distribution. With over 30 years' experience, our knowledge, talent and technology capabilities deliver innovative results that make us the partner of choice for our customers.

www.ssp-worldwide.com

About the Lloyds Inclusive Behaviours Pledge

- The Inclusive Behaviours Pledge is an industry-wide initiative to demonstrate the insurance profession's unwavering commitment to transforming its culture.
- Lloyd's is a founding signatory, alongside 49 other insurance firms and trade bodies.
- Signing up to the Pledge means agreeing to change and tackle negative and inappropriate behaviours and promote and encourage the right, desired behaviours in the workplace.
- All forms of discrimination will be tackled, whether on the grounds of age, disability, gender reassignment, marriage/civil partnerships, pregnancy/maternity, family and caring responsibilities, race, religion/belief, gender or sexual orientation.

About the Tech Talent Charter

- The Tech Talent Charter (TTC) was founded by a number of organisations across the recruitment, tech and social enterprise fields and was supported in the government's policy paper on the UK Digital Strategy in March 2017.
- The Tech Talent Charter is run as an industry collective, as they recognise that only through working together and joining forces, can any real meaningful change happen.
- The charter is a commitment by signatories to work together to increase the diversity of the technology workforce in the UK. Signatories to this Charter are committing to pursue a diversity and inclusion agenda in their recruitment and retention of tech talent.

For further information, please contact:

Lucy Minton

Email: Lucy.Minton@ssp-worldwide.com

Phone: 0121 779 8357 / 07979 700 488

SSP Head Office: Second Floor G Mill, Dean Clough, Halifax, West Yorkshire, HX3 5AX