

Zurich takes the lead to ensure gender equality

Zurich, November 26, 2015 – Zurich Insurance Group (Zurich) today announced it has become the first global company in the insurance industry to receive ‘EDGE’ certification in key markets of operations. This is an important milestone and demonstrates Zurich’s commitment to be the employer of choice for women in the insurance industry.

Equal opportunities for all employees

EDGE stands for Economic Dividends for Gender Equality and is the leading global assessment methodology and business certification standard for gender equality. It provides data and benchmarking which Zurich will use to measure and create specific initiatives to improve gender equality in Germany, Hong Kong, Italy, Spain, Switzerland, and the UK. As a result of the EDGE analysis, all six participating countries have created a customized roadmap toward closing the gender gap, and have committed to targeted actions over the next two years including:

1. Proactively managing pay equality
2. Implementing a global flexible working program
3. Taking a more systematic approach to recruiting practices.

“As part of our strategic commitment to diversity and inclusion, EDGE certification plays a key role in ensuring that we have the right mix of talent to succeed. It will support our goal to be an employer of choice for women within the insurance industry,” said Kate Hughes, Group Head of Diversity & Inclusion.

About Diversity & Inclusion at Zurich

For Zurich, diversity and inclusion are different but complementary concepts. One doesn’t work without the other. To achieve its ambitions, Zurich must concentrate on both. In today’s global economy, companies need to be able to recruit, develop, and retain a diverse workforce regardless of gender, generation, culture or any other aspect of difference. It is about having the right people with the right skills in the right roles and providing a workplace that brings out the best in everybody.



What is EDGE?

EDGE is the leading global assessment methodology and business certification standard for gender equality. EDGE Certification has been designed to help companies not only create an optimal workplace for women and men, but also benefit from it. EDGE stands for Economic Dividends for Gender Equality.

Further information

To get instant access to Zurich's news releases, calendar and other corporate publications on your iPad, iPhone or Android phone, please go to your App Store and get the free [Zurich investors and media App](#).

Zurich Insurance Group (Zurich) is a leading multi-line insurer that serves its customers in global and local markets. With more than 55,000 employees, it provides a wide range of general insurance and life insurance products and services. Zurich's customers include individuals, small businesses, and mid-sized and large companies, including multinational corporations, in more than 170 countries. The Group is headquartered in Zurich, Switzerland, where it was founded in 1872. The holding company, Zurich Insurance Group Ltd (ZURN), is listed on the SIX Swiss Exchange and has a level I American Depositary Receipt (ZURVY) program, which is traded over-the-counter on OTCQX. Further information about Zurich is available at www.zurich.com.

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