



# 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

- **Multicultural & Inclusive eXtension (MIX)** - Creates an inclusive workplace environment that enables cultural awareness and respect for our diverse talent to thrive, promoting individual growth and the collective advancement of QBE in the marketplace and the communities we serve.
- **Pride** - Aims to promote a safe, respectful and inclusive environment for QBE's LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer and Allies) employees to drive continuous improvements in company policies and the work environment through information sharing and education.
- **Q4S (QBE for Sustainability)** - Commits to leading and fostering a culture of sustainability in an effort to increase awareness and drive eco-friendly behaviors within our company and communities in which we live.

- **Valor** - Fosters a respectful and inclusive environment that welcomes QBE's veteran and military-affiliated employees and provides opportunities for their support and networking.
- **WIN (Women's Insurance Network)** - Leads initiatives focused on empowering women and fostering an inclusive and gender-diverse environment throughout all levels of the organization. Employees of all gender identities are welcome to participate.

## 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.
- **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.

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## 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

## QBE North America

55 Water Street  
New York, NY 10041  
[qbe.com/us](http://qbe.com/us)