

## **Code of Conduct – Clubs and Societies in the Lloyd’s market**

Lloyd’s clubs and societies acknowledge the importance of Diversity & Inclusion in creating a market which aspires to be a destination of choice for global talent.

Clubs and societies using the Lloyd’s brand are an extension of Lloyd’s and are therefore committed to maintaining standards of conduct which are aligned to the Lloyd’s Diversity & Inclusion Policy.

Lloyd’s clubs and societies are committed to diversity & inclusion in all aspects of the Clubs operations including:

- Communications and Marketing
- Event Planning and delivery
- Attendee/Participant experience
- Employee and volunteer conduct
- Member conduct
- Supplier conduct

### **Conduct at club and society events**

All members and event attendees must adhere to the following principles:

1: You must not discriminate against or harass other people including employees, volunteers, attendees/participants, suppliers, or any other person connected with Club business.

2: You must not engage in unwanted conduct or behaviour related to a protected characteristic (gender, ethnicity, disability, religion/belief, sexual orientation, age & gender identity) which an individual might reasonably find offensive, intimidating, degrading or humiliating.

3: We encourage members not to be a bystander and to challenge inappropriate behaviour as it occurs.

4: Report incidences of inappropriate behaviour to the nominated club representative and/or event organiser.

***Please be advised:***

*Inappropriate behaviour may result in club membership being revoked.*

*Where individuals are working in the Lloyd’s Market, incidents may be reported to Lloyd’s for further follow up.*