

Commitment to Human Rights

Corporate Overview

ProAssurance Corporation is firmly committed to the protection and promotion of basic human rights. Our brand promise, *Treated Fairly*, emphasizes our determination to provide fair and equal treatment to all we encounter at every level and in every location of our organization.

ProAssurance proactively works to identify and prevent human rights violations. We extend the same expectations to our business partners and suppliers. In doing so, we believe we are able to ensure that our commitment to human rights is present in all aspects of our operations, whether as an employer, an insurer, or as a purchaser of products and services that enable our business.

ProAssurance recognizes the importance of protecting the human rights of our employees and the employees of those with whom we do business. We are an equal opportunity employer, and we do not discriminate either directly or indirectly against employees or prospective employees on the basis of race, color, religion, sex, sexual preference/orientation, citizenship, marital status, veteran status, national origin, age or disability, or against any other protection established by applicable law or regulation. We are committed to a diversity strategy that seeks to ensure workforce diversity and inclusion at all levels of the company, starting with our Board of Directors and extending through each level of management and down to the workforce level.

We reject all forms of forced, bonded, or compulsory labor, and we respect freedom of association and the right to choose a collective bargaining representative, if desired. We do not recruit child labor. We expect our business partners and suppliers to join us in this commitment to basic employment rights.

ProAssurance is committed to providing a safe and healthy working environment for all employees and is dedicated to maintaining a workplace where all employees are treated with dignity and respect, allowing them to do their best work. We value individual differences and seek to provide equal opportunities, while fostering diversity and promoting employee engagement. Further, we seek to provide a fulfilling employment experience through the creation of well documented career paths and opportunities for advancement and the communication of transparent wage practices that provide a fair and living wage. We make professional development and training programs available to employees in an effort to equip them for advancement and encourage a long-term partnership with the company.

Our commitment to each other and those we serve is codified in *The ProAssurance Way*, which serves as a guide to creating a culture built upon our core values of integrity, leadership, relationships, and enthusiasm. We commit to these values, and in doing so we hold each other accountable for living [The ProAssurance Way](#) each day. Our [mission](#), our reason for being, is simple and powerful—**we exist to protect others**. As an organization, we are deeply committed to our vision of becoming the [Employer of Choice](#) in the communities where we live and work. We become an [Employer of Choice](#) if each of us truly embraces every day as a singular opportunity to reach for extraordinary outcomes, build and deepen superior relationships, and accomplish our [mission](#) with infectious enthusiasm and unbending integrity.

Our employees are regularly trained in anti-fraud, anti-bribery/corruption and anti-money laundering, meeting the stringent requirements set forth by regulatory bodies. We mandate, and have achieved, 100% compliance with requirements for yearly training in these areas as documented by audits performed by regulatory agencies. Our regimen also includes continued data safety and protection training in furtherance of our goal to maintain the privacy of our customers and distribution partners' data thus safeguarding their information.