



**CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY**

Report Type: **Group**

Group / NAIC Code:

1285

Group / Company Name: **XL America Group**

Our company / group enters into contracts to procure goods or services in California.

1. Does your company / group have a supplier diversity policy statement?

NO, but will be creating one within the next 12 months

A supplier diversity policy statement is any language that refers to the company's / group's policies in regards to supplier diversity, with the goal of procuring goods and services from diverse businesses

If yes, provide the supplier diversity policy statement below:

- Provide a list of all documents in which the statement can be found (i.e. website, co. / group report, board charter, etc.):

- If the state is available online, provide link here:

If no, but will be creating one within the next 12 months, provide a timeline for when your co. / group expects the policy statement to be completed and any other details available at this time (i.e. policy language, policy creation team, etc.):

XL Catlin will have a policy statement completed within the next 12 months. This statement is being developed by our procurement team in cooperation with our underwriting, marketing and legal teams. As of May 1, 2015, XL Group plc completed the acquisition of Catlin Group Limited. The combined company is now known as XL Catlin and will be a leading presence in the global specialty insurance and reinsurance markets. With the combined talent and expertise from both organizations, XL Catlin is in an excellent position to solve the world's most complex risks. With the goal of being the world's most admired insurance and reinsurance company, XL Catlin recognizes that a large part of this opportunity involves embracing differences. XL Catlin respects, encourages and values diversity in all facets of our company, including through our hiring as well as through building our network of vendors. We view diversity as crucial to our success as well as the success of our business partners. These values are reflected in our mission statement, advertising and employee policies and in every aspect of our day-to-day operations. Embedded within the four XL Catlin value Commitments is the critical resolution to "Do It Right", which encourages employees to "Embrace differences and respect diversity. Build relationships on trust, consideration and integrity". We continually strive to improve the ways in which we express and implement these values. In our ongoing efforts to be true to our values and commitment to "Do What's Right", the formulation of a supplier diversity policy statement is under consideration and will formalize our commitment to encouraging and developing relationships with diverse vendors.

If no, please explain why:

2. Does your company / group have a supplier diversity program?

NO, but will be creating one within the next 12 months

A supplier diversity program is any formal plan and / or structure that has been setup specifically for the company / group to implement its supplier diversity policy statements.

If yes, provide an overview of the program:

If no, but will be creating one within the next 12 months, provide a timeline for when your company / group expects the program to begin and any other details available at this time (i.e. program plan, program director, etc.):

As noted above, this is a time of growth and tremendous opportunity at XL Catlin. Our procurement department plans to formalize our supplier diversity program in the next twelve months with assistance from our underwriting, marketing and legal teams. The program will begin late 2016. XL Catlin's corporate culture is one that embraces differences and respects diversity, and this culture extends beyond our internal hiring practices. We seek to build relationships with our external business partners based on trust, consideration and integrity. Diversity in our suppliers is a natural extension of this commitment. These values will be reflected in our supplier diversity program.

If no, please explain why:

3. Does your company / group conduct outreach specifically to diverse businesses? **NO**

If yes, respond to parts a, b, c, d, and e below.

a. Share all company / group outreach and communication strategies and practices that are conducted specifically to diverse businesses. Specify what outreach is conducted specifically to California diverse businesses:

[Redacted]

b. Share any outreach and communication strategies and practices about supplier diversity conducted internally to company / group employees:

[Redacted]

c. Check below all outreach and communication practices in which your company / group engages:

EVENT – seminars, meet-and-greets, summits, etc.

- Host matchmaking
- Host supplier diversity events
- Internal Awards Program
- Participate in matchmaking
- Participate in supplier diversity events
- Sponsor matchmaking
- Sponsor supplier diversity events

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your Supplier Diversity efforts:

[Redacted]

MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify [Redacted]
- Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your Supplier Diversity efforts:

[Redacted]

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

- Member of a certification agency
- Member of ethnic chamber of commerce
- Member/affiliate of other organization, please specify:

[Redacted]

Share the name of an organization that has best guided and / or influenced growth of your Supplier Diversity efforts:

[Redacted]

PROGRAMS – mentorship, training, locator, etc.

- Diverse supplier registration portal
- Manage and run a supplier diversity mentorship program (in-house)
- Participate in a supplier diversity mentorship program
- Subscriber to a supplier locator program (or 3rd party service that identifies diverse suppliers)
- Operate a website dedicated to a Supplier Diversity Program

- Technical assistance / training program for diverse suppliers

Share the name of a program that has best guided and / or influenced growth of your Supplier Diversity efforts:

- d. Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse businesses:

4. Does your co. / group require and/or encourage its primary suppliers to subcontract with diverse businesses **NO**

If yes:

- a. Do you track procurement spend with Tier 2 diverse suppliers? **NO**

b. Please explain:

5. Does your co. / group set internal targets or goals in regards to its supplier diversity statement and / or program? **NO**

If yes, please explain:

6. Describe in detail any updates, progress, and / or best practices established by your company / group in the two years since the 2013 Insurer Supplier Diversity Survey was administered; include any awards or recognition received for Supplier Diversity work:

7. Additional Comments:

8. Points of contact for the company's / group's supplier diversity operations for diverse business enterprises:

PRIMARY CONTACT

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GENERAL CONTACT

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LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Greenwich Insurance Company	22322
XL Specialty Insurance Company	37885