



# Affirmative Action and Equal Employment Opportunity Policy

(November 2023)

Lee Shavel, CEO

## A Notice and Invitation to All Employees and Applicants

Verisk (“the Company”) has been and will continue to be an equal opportunity employer. To assure full implementation of this Equal Employment Opportunity (EEO) policy, we will take steps to ensure that:

- Persons are recruited, hired, assigned, and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- All other workforce-related actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, and access to training, education, tuition assistance, and social recreation programs, are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have:
  - (1) filed a complaint;
  - (2) assisted or participated in an investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity;
  - (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal employment opportunity; or
  - (4) exercised any other right protected by federal, state, or local law requiring equal employment opportunity.

Dianne Greene is Verisk’s appointed EEO Coordinator. The EEO Coordinator will be responsible for the day-to-day implementation and monitoring of the Company’s Affirmative Action Plan. As part of that responsibility, the EEO Coordinator will periodically analyze the Company’s workforce actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact [employeerelations@verisk.com](mailto:employeerelations@verisk.com) during regular business hours.

This is also a reminder that employees may update their disability status at any time by contacting [employeerelations@verisk.com](mailto:employeerelations@verisk.com).