

## Flexible Work Arrangements

Travelers Europe began to partner with Clear Assured in early 2018 as part of its continued commitment to build an inclusive culture in which employees feel valued, respected and supported.

The company was the first Lloyd's Market organisation to attain Clear Assured Silver Status and has successfully used the toolkit to embed its long-term D&I strategy across the employee lifecycle.

## Background

One aspect of the Clear Assured assessment is related to flexible work arrangements - something Travelers already had in place, but in working with Clear Assured, they were able to further promote those efforts and gain additional employee participation.

With guidance from Clear Assured, Travelers began showcasing employee stories to demonstrate that many roles can be flexible and that working a different pattern doesn't exclude employees from taking part in large or international projects, being promoted or leading a team. Flexible working has boosted employee health and wellbeing, raised productivity and helped attract and retain talent.

## Achievements

The Clear Assured assessors found that Travelers demonstrated a stand-out approach to their ongoing communication and promotion of flexible working. By featuring stories of employees who have a flexible work arrangement, the company helped remove barriers and misconceptions about the program.

## The Outcome

The showcased articles were the highest read and liked communications during April, June and July 2019. Following publication of the articles, flexible working requests rose by 66%.



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