

HOWDEN

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Jenny Lim, CEO, Howden Singapore

Driving inclusion with purpose and impact, Howden earned the D&I Initiative of the Year 2025 award by turning its people-first values into programmes that created workplaces where everyone is valued, respected, and equipped to thrive.

Its flagship #AllofUs campaign moved beyond compliance, sparking grassroots engagement and organisational change across Asia. Over two years, nearly 80% of its regional workforce (896 employee pledges) committed to practical actions which includes partnering with schools and scholarship programmes to open insurance careers to underrepresented youth and expanding internships in Singapore from 2–3 placements annually to 24 over 18 months, including seven ITE student placements.

Its educational partnerships amplify this impact. Howden is proud to be the only insurance broker in Singapore's Institute of Banking & Finance (IBF) Golden Jubilee ITE Scholarship Programme.

This commitment earned national recognition when it was featured in the deputy prime minister's keynote speech at the programme's launch in May 2024. In partnership with IBF, it is among the 10 financial institutions offering 300 internship and traineeship opportunities to polytechnic and university students from eight educational institutions building pathways for future talent in the financial sector.

It also championed industry-wide dialogue through the annual Dive In Festival, hosting sessions across eight countries and attracting 3,816 attendees globally, including 500 Howden employees. The topics at the event ranged from racial equality and women's advancement to neurodiversity and support for people with intellectual disabilities. In Singapore, its 2025 session spotlighted neurodiversity which reinforces the value of diverse cognitive perspectives in driving innovation in the industry.

It is proud to have collaborated with Scor and Charles Taylor to address underrepresentation of PDWs persons with disability in the insurance industry in the Project INmersABILITY programme. This first-of-its-kind, six-month rotational programme gave the talent practical hands-on experience across the insurance value chain, working with broker Howden, carrier Scor, and loss adjuster Charles Taylor. The participants completed rotations in Howden's claims and strategic solutions teams, Scor's finance department, and Charles Taylor's adjusting teams.

Beyond recruitment, Howden fosters belonging through the Knowledge Exchange programme, connecting 108 employees across 12 countries via reciprocal mentoring to build inclusive leadership and cross-cultural understanding.

Its employee-run Social Club celebrates diversity through cultural events like Racial Harmony Day and solidarity initiatives such as #FastWithHowden, where non-Muslim colleagues fasted during Ramadan to deepen empathy and inclusion.

This award recognises Howden for walking the talk and that inclusion is not a statement – it is part of its culture. In Singapore, women make up 60% of its senior management, highlighting its commitment to applying the diversity lens into its hiring, people development, and culture so that it builds a diverse and inclusive workplace where opportunity is open to all. Its focus on attracting underrepresented talent and fostering equality sets a new benchmark for inclusion in the insurance industry.