Ecclesiastical Insurance Office plc

Board Diversity Policy

Scope and Objectives

The Board Diversity Policy (**'the Policy'**) sets out the approach to diversity of the Board of Directors of Ecclesiastical Insurance Office plc (**'the Board'**).

The Policy applies to the Board of Ecclesiastical Insurance Office plc. Diversity in relation to employees of the wider Ecclesiastical Group is covered by the Code of Conduct Policy and the Diversity and Inclusion Standard and Guidance and Diversity and Inclusion Guiding Principles.

Roles and Responsibilities

The overall responsibility for reviewing and approving the Board Diversity Policy lies with the Board.

Policy Statement

Ecclesiastical recognises the benefits of having a diverse Board and is committed to improving diversity on the Board in the broadest sense. It believes that diversity both improves performance of the Board and strengthens the business.

Ecclesiastical will seek to:

- Achieve a level of at least 40% female directors on the Board of Ecclesiastical Insurance Office plc;
- Ensure that at least one of the senior positions on the Board (defined as Chair, Chief Executive, Senior Independent Director and Chief Financial Officer) is held by a female director;
- Ensure that the Board composition comprises of at least one director from a minority ethnic background;
- Ensure that the recruitment process and the development of 'long-lists' reflect the Board's commitment to diversity, inclusion and equal opportunity and that candidates are presented from all backgrounds, and with diverse skills and personal qualities;
- Maintain commitment to the Women in Finance Charter, which focuses upon building a more balanced and fair industry by promoting gender balance at all levels across the financial services industry; and

The Board will take the opportunity, as and when appropriate, to further improve diversity in its broadest sense (including ethnicity, skills, regional and industry experience, background, age, gender and other distinctions) as part of its board recruitment practice. However, the Board believes that all new appointments should be made on merit.

The Board, via the Group Nominations Committee, will consider the progression of women to key roles including chair, senior independent director and executive directors as part of its regular review of succession planning. It also strives to apply appropriate representation across its committees.
The Board encourages Executive Management to ensure appropriate diversity at all levels within the organisation.

Reporting

The implementation of this Policy is reported in the Corporate Governance Section of the Report and Accounts, which includes a summary of this policy, any measurable objectives set for implementing this Policy, progress made against those objectives any explanation why not met and numerical tables for the Board and the process used for the selection of new directors.

Frequency of Policy Review

This Policy must be reviewed at least annually to take into account any new or changes to legislation or more frequently should a significant change in the business, market or regulatory environment occur.

[27 November 2024]