



BOARD DIVERSITY POLICY

Curtis Banks Group



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Purpose

The Board Diversity Policy sets out the Curtis Banks Group's approach to diversity on all company Boards.

Scope

The policy applies to the Board of Directors only. This does not apply to diversity in relation to employees of the Curtis Banks Group.

Board diversity

The Curtis Banks Group acknowledges the benefits of a diverse Board. The Group seeks to maintain a Board comprised of directors who embrace the Group's culture and values.

Board appointments will be made on merit by assessing candidates against measurable objective criteria. The Group believes promotion of diversity is best served through careful consideration of all of the knowledge, experience, skills and backgrounds of each individual candidate in light of the needs of the Board without focussing on a single diversity characteristic. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity.

The Group will periodically assess the expertise, experience, skills and backgrounds of its directors, including the extent to which the current composition of the Board reflects a diverse mix of knowledge, experience, skills and backgrounds.

Aspiration

The Group Board are aware that there are fewer women than men in senior roles, and the Group is keen to address this. The Curtis Banks Group has recruitment and promotion processes in place which aim to ensure that the Group attracts diversity to the business and that all staff have the same opportunities to progress.

We aspire to have a Board that reflects society as a whole but at this stage the Board does not believe that it would be appropriate to set targets or quotas.

Review of the policy

The Curtis Banks Group Board will review this policy and assess its effectiveness in promoting a diverse Board on an annual basis.

Risk & Compliance
August 2018

