

GROUP BOARD DIVERSITY POLICY



Curtis Banks Group - 2019

Purpose

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

Scope

The policy applies to the Group Board of Directors only, and 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 Group Board comprised of Directors, who embrace the, Curtis Banks Group's culture, and values.

Group Board appointments will be made on merit by assessing candidates against measurable objective criteria.

The Curtis Banks 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 Group Board, without focussing on a single diversity characteristic.

For purposes of Group Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity.

The Curtis Banks 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 employees have the same opportunities to progress.

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

Review of the policy

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

Group Risk & Compliance

December 2019

