

CURTIS BANKS GROUP

GROUP BOARD DIVERSITY, EQUALITY & INCLUSION POLICY

AUGUST 2023

Purpose

The Curtis Banks Group (hereby know as the “Group”), is committed to supporting and promoting Equality, Diversity and Inclusion. This commitment is embraced by our Group Board of Directors (hereby known as the “Group Board”), as set out within this Equality, Diversity and Inclusion Policy (the “Policy”).

Scope

The Policy applies to the Group Board only, and does not apply to diversity in relation to Group employees as a whole.

Board diversity, equality and inclusion

The Group acknowledges the benefits of a diverse Group Board, and therefore seeks to maintain a Group Board that embraces the Group’s culture, and values.

The Group Board recognises that they set the tone for Diversity, Equality and Inclusion across the whole Group, via an open and inclusive leadership style, and welcomes challenge on how they can continue to improve and build upon their approach.

All Group Board appointments will be made on merit, by assessing candidates against measureable objective criteria.

The Group believes promotion of Diversity, Equality and Inclusion is best served through the careful consideration of knowledge, experience, skill and the professional background of each individual candidate in light of the requirements of the Group Board, without positively discriminating on any one characteristic.

For the purpose of Group Board composition, Diversity, Equality and Inclusion includes (but is not limited to) business experience, marital status, race, disability, geography, age, sexual orientation, gender, gender reassignment, pregnancy, language, ethnicity, nationality, social origin, or other personal attributes, including beliefs or opinions, such as religious beliefs or political opinions.

Aspiration

The Group aspires to a recruitment and promotion methodology, which aims to ensure that the Group attracts diverse candidates to the business, and that all Group employees have the same opportunities to progress.

The Group aspires 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 fixed targets or quotas.

Policy Review

The Group Board are required to review this policy on an annual basis, to assess its effectiveness in promoting Diversity, Equality and Inclusion to the Group.