



Methodist Insurance PLC ('the Company')

Board Diversity Policy

Scope and Objectives

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Board of Directors of the Company ('the Board').

The Policy applies to the Board. The Company does not have any employees.

Roles and Responsibilities

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

Policy Statement

The Company recognises the benefits of having a diverse Board. It believes that recognising and encouraging diversity in the broadest sense is essential to strengthening the business. The Company will seek to maintain a level of least 33% female directors on the Board in accordance with the targets set out in the 'Hampton Alexander Review'.

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.

The Board, via the Nominations Committee, will consider the progression of women to key roles including Chair, as part of its regular review of succession planning.

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.

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