



Inclusion & Diversity Statement

The Board recognises the importance and value of inclusion and diversity, and its role in driving inclusion and diversity across the organisation. The Board is committed to creating a culture which reflects the diverse communities the Society serves, and which provides equal opportunity and support for all to use their experiences and skills to contribute to the business.

Inclusion and diversity has long been a priority for the Society and although there has been a long-established Board Inclusion and Diversity Policy ("the Policy"), the Policy has recently undergone a detailed review alongside an assessment of the practices of the business as a whole to make sure the organisation is alive to an inclusive and diverse culture. The Board wishes to ensure all practical and meaningful steps are being taken by the business and all staff, to ensure the framework in place attracts, motivates, and retains the best talent and does all it can to remove any unconscious bias. This statement is in support of the Board Inclusion and Diversity Policy but is applicable to all members of the Society.

The following objectives exist to ensure that the Society and the Board follow an inclusive process when making any nomination or appointment decisions.

- Any nomination/appointment process will be made on the basis of individual competence, skills and expertise measured against identified objective criteria;
- Assist the development of a pipeline of high-calibre candidates by encouraging a diverse range of individuals within the business;
- Engage with executive search firms who have signed up to or follow the philosophy of the voluntary Code of Conduct on both gender and ethnic diversity and best practice;
- Ensure all Non-Executive Directors 'long-lists' and where possible 'short-lists' reflect the Board's diversity commitment in respect of gender and ethnicity, as set out in the Board Inclusion and Diversity Policy;
- Give due consideration of those candidates from a wider diverse background including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, neurodiversity, political beliefs and any protected characteristic;
- Commitment to promoting inclusion and diversity in both the boardroom and the business with an aim to meet applicable industry targets and recommendations where possible;
- Make opportunities for learning and development available to all colleagues at all levels, to maximise their talents to the benefit of the business; and
- Report against these objectives and other initiatives taking place within the business which promote gender, social an ethnic diversity, as well as other challenges the Board is faced when considering the diverse make-up of the organisation.

Inclusion and diversity progress, including information regarding the appointment process and progress against our objectives can be found within the Corporate Governance section, Nominations Committee Report, of The Exeter Friendly Society Annual Report.