



Board Diversity & Inclusion Statement

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

Diversity and inclusion has long been a priority for The Exeter and although there has been a long-established Board Diversity and Inclusion Policy (“the Policy”), the Policy has recently undergone a detailed review alongside an assessment of the practices of the Society to make sure the business 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 Diversity and Inclusion Policy.

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

- The Board 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 senior individuals within the business;
- Only engage executive search firms who have signed up to the voluntary Code of Conduct on both gender and ethnic diversity and best practice;
- Ensure 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 Diversity and Inclusion 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 diversity and inclusion in the boardroom and business and aim to meet industry targets and recommendations where possible; 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.

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