

# **Board Diversity Policy**

Version control	Prepared	Reviewed	Approved
V1.0	L. Thompson Interim Head of Compliance March 2018		
V2.0	L. Thompson Interim Head of Compliance  March 2019		UIA Board  April 2019

**Policy due for review in Q1 2020.**

## **Board Diversity Policy**

### **Purpose**

The purpose of the Board Diversity Policy is to note that PRA has required Solvency 2 insurers to have a Policy to consider a broad set of qualities and competences when recruiting Board Members and to have a Policy to promote diversity among Board Members. These requirements are designed to promote a diverse Board composition. The regulatory view is that should help to improve the effectiveness of the Board, enabling it to run the business more prudently and to ensure the firm's safety and soundness and better protection of the firm's Policyholders

This Policy is applicable to the Boards of the UIA Group of Companies.

### **Policy**

It is agreed that the Board is fully committed to the elimination of unlawful and unfair discrimination and values the differences that diverse individuals brings to the organisation, and also the Board of UIA.

The Board will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a Board culture that values meritocracy, openness, fairness and transparency.

All Members of the Board are responsible for the promotion and advancement of this Policy. Behaviour, actions or words that transgress the Policy will not be tolerated amongst the Board.

The Policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and business requirements.

The publication of a Board Diversity Policy enables the Society to send out a strong message of commitment, both internally and externally.

The Board Diversity Policy is a fundamental part of ensuring diversity not only within the Board environs, but also the wider organisation.

The Board, supported by the Nomination and Remuneration Committee, will consider all aspects of diversity including gender and ethnicity when reviewing the composition and balance of the Board and when conducting the annual Board effectiveness review.