

Board Diversity Policy

1. Introduction

1.1 Background to the policy

The 2018 UK Corporate Governance Code (the Code) provision 23 states that: 'The annual report should describe the work of the nomination committee, including the process used in relation to board appointments, its approach to succession planning and how both support developing a diverse pipeline.'

Under Solvency II reporting requirements we are also required to consider a 'broad set of qualities and competencies when recruiting to the governing body' and to establish a policy that promotes diversity. Firms must also explain on their websites how they comply with this requirement.

1.2 Context

For OneFamily, the above requirements mean that our approach to achieving Board diversity will be explained in the group's Report and Accounts each year, including an overview of the role played by the Nominations Sub-Committee.

Information about how we find suitable candidates to join the Board will also be provided on our website.

2. Purpose

The Board Diversity Policy sets out the approach to diversity on the Board of OneFamily.

3. Scope

The Policy applies to the Board. It does not apply to diversity in relation to employees of the OneFamily group, which is covered by the Equality Policy detailed in the Employee Handbook.

4. The Diversity Policy

Policy Statement

OneFamily recognises the benefits of having a diverse senior management team and sees increasing diversity at senior levels as an essential element in maintaining an effective Board. Our policy is to ensure that there is broad experience and diversity on the OneFamily Board. Diversity embraces knowledge and understanding of relevant diverse geographies, peoples and their backgrounds including race, disability, gender, sexual orientation, religion, belief and age, as well as culture, personality and work-style. Appointments to the Board should be made in the context of complementing and expanding the skills, knowledge and experience of the Board as a whole.



The Nominations Sub-Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors. The Committee also oversees the conduct of the annual review of board effectiveness.

In reviewing Board composition, the Nominations Sub-Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and background on the Board.

In identifying suitable candidates for appointment to the Board, the Committee will consider candidates against objective criteria with due regard for the benefits of diversity on the Board.

As part of the annual performance evaluation of the effectiveness of the Board, Committees and individual directors, the Committee will consider the balance of skills, experience, independence and knowledge of OneFamily on the Board, and the diversity representation of the Board.

5. Controls

The Nominations Sub-Committee will report annually, in the corporate governance section of the OneFamily Report and Accounts, on the process it has used in relation to Board appointments. That report will include a reference to this policy.