

Board Diversity Policy

This Policy provides a statement of Royal Mail Group's commitment to Diversity

Main topic areas

- Purpose
- Scope
- Board diversity
- Policy objectives
- Monitoring and reporting
- Review of the Policy



1. Purpose	The Board Diversity Policy sets out Royal Mail plc's (the Company or Group) approach to diversity.
2. Scope	This Policy applies to the Board only. The Group places equality, diversity and fairness at the heart of our values, policies and the everyday practices of our employees. The Group's wider commitment to diversity and inclusion is covered in our Group Equality and Fairness Policy.
3. Board diversity	<p>The Board promotes diversity in its broadest sense, including education, skills, age, gender and ethnic diversity. It is our strong belief that a diverse Board with different backgrounds and viewpoints in decision-making ultimately benefits the Group's stakeholders through better business performance.</p> <p>Board appointments will be made on merit by assessing candidates against measurable objective criteria. The Nomination Committee regularly reviews and assesses the composition of the Board taking into consideration the balance, skills, experience, knowledge and independence, to advance the Group's strategy for the benefit of all its stakeholders.</p>
4. Policy objectives	<p>The Board seeks to attract for consideration a diverse range of candidates who would enhance the balance of skills, experience and background on the Board. The Board:</p> <ol style="list-style-type: none"> 1. will endeavour to maintain female representation on the Board of at least 33%; 2. places emphasis on development of diversity within the Group and is committed to further pursuing diversity, as appropriate and on merit, within the Group senior management roles. The Board intends to meet where possible the recommendations of the Hampton-Alexander Review of 33% women in senior leadership positions; 3. aspires to achieve the recommendations of the Parker Review by having at least one director on the Board from an ethnic minority background; 4. in its search for candidates, to engage with executive search firms which are signatories to the Voluntary Code of Conduct for Executive Search Firms; 5. report annually against these objectives and other initiatives taking place within the Company to promote gender and other forms of diversity; and 6. will report annually on the outcome of the board evaluation, the composition and structure of the Board.
7. Monitoring and Reporting	The Board annually will report on diversity within the Corporate Governance section the annual report.
8. Review of the Policy	The Nomination Committee shall review annually the Policy including the Policy's effectiveness and progress made by the Board towards achieving its objectives and recommend any revisions to the Board for approval.

Approved by the Board on 28 January 2019