

The Quilter logo is positioned in the top right corner of the page. It features the word "Quilter" in a dark green, serif font. The background of the entire page is a complex geometric pattern of overlapping squares and triangles in various shades of gray, creating a quilt-like effect.

Quilter

Board Diversity Policy

October 2020

Quilter plc Board Diversity Policy

Purpose

The Board Diversity Policy (the Policy) sets out the approach to diversity on the Board of Directors of Quilter plc (the Board).

Quilter recognises the importance and value of diversity and the Board's role in driving diversity and inclusion across our Company.

Board Diversity

The Board acknowledges the significance of ensuring its membership reflects diversity in its broadest sense. A diverse Board which is representative of the wider community can more appropriately consider the interests of our stakeholders. We are committed to creating an organisational culture and environment in which all colleagues can thrive through equal treatment and equal opportunity, and where diversity of thought is celebrated. We are committed to ensuring that our Company reflects the diverse communities we serve, and provides equal opportunity and support to all to use their skills and experience to contribute to our business. The Board acknowledges that it has an obligation to both role-model and drive this culture of diversity and inclusion.

In order to create a diverse Board, consideration is given to the combination of skills, professional experience and personal qualities that are present and required on the Board in line with its stated intent to create a more diverse membership. All appointments are made on merit, taking account of the skills, experience, knowledge and background needed to ensure a rounded and effective board.

Objectives

- The Board is committed to maintaining a minimum one third female Director representation at Board level, which is in line with the Hampton-Alexander review recommendations.
- In order to achieve the development of a more diverse pipeline for Board succession we will proactively seek opportunities to support Quilter's strategy of creating more diversity at senior levels including but not limited to gender, LGBT+, BAME, age, disability and socio-economic background.
- We strive to ensure that the Board is made up of an appropriate range of skills, experience, knowledge and background. To support that objective, we only engage search firms who have signed up to the voluntary Code of Conduct on both gender and ethnicity.
- We will consider all aspects of diversity, including age, gender, LGBT+, disability, socio-economic background and ethnicity, when reviewing the composition and balance of the Board, and will seek opportunities to drive a more diverse pipeline.
- The Board acknowledges the recommendations of the Parker Review on the ethnic diversity of boards and includes consideration of this when recruiting new board members.
- The Board is committed to reviewing the Diversity and Inclusion practices of Quilter on a regular basis to ensure that we continue to influence the drive for increased Diversity and Inclusion across the Company.



Responsibility

The Board Corporate Governance and Nominations Committee (the Committee), on behalf of the Board, will be responsible for the implementation and delivery of this Policy.

The Committee regularly reviews and assesses Board composition, on behalf of the Board, and recommends to the Board the appointment of new Directors.

The Committee will report annually on Board diversity and inclusion within the Governance section of the Quilter plc Annual Report and Accounts.

