

Board Composition Policy

Policy principles

The Melton is a progressive organisation which recognises and promotes diversity and inclusiveness in its workforce. We recognise and appreciate the value of difference and we are committed to protecting the rights of all employees. Ensuring diversity in the Society is about building a culture in which everyone feels valued. The Board's ambition for this is articulated in the Diversity and inclusion policy contained in the Staff Handbook. This policy on Board composition is intended to make clear to all our stakeholders that these values and principles apply equally to the Board.

Policy objectives

In line with Rule 12 (1) of the Society, the Board of Directors must not be comprised of more than 8 nor less than 5 members. Achieving a diversity and balance of skills, independence and experience shall be the key determinant of any new appointment to the Board where selection of the most suitable candidate will be paramount. No candidate for Board membership shall be discriminated against on grounds of gender, marital status, race, ethnic origin, colour, nationality, disability, sexual orientation, religion, age, social circumstances or any other irrelevant factor. Realising the benefits of gender diversity, the Board will endeavour, subject to the considerations above, to maintain each of male and female representation at Board level of at least 25% of its composition. Furthermore, the Board will aim for 50% of future appointments to be female recognising the skills and competencies required by the Board at the time.

Reporting

The Nominations Committee will report annually, in the Corporate Governance section of the Annual Report and Accounts, on the process used in relation to Board appointments. This report will include a summary of the degree to which Board membership reflects the Board Composition Policy.

Review

The Remuneration and Nominations Committee will review the Policy annually. This will include an assessment of its effectiveness and whether the desired gender representation levels remain appropriate. The Committee will recommend any necessary Policy revisions to the Board for approval.