



Board Equality, Diversity and Inclusion Policy

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Board Equality, Diversity and Inclusion Policy

Policy principles

As the Board, we are committed to creating a diverse and inclusive culture at The Melton and ensuring that Society colleagues have access to equal opportunities, providing additional support where necessary to put all our colleagues on an equal footing.

It's our firm belief that diversity and inclusion results in good outcomes for The Melton, for our customers and for our colleagues.

We recognise and appreciate the value of difference, and we are committed to protecting the rights of all colleagues. Ensuring diversity and inclusion in the Society is about building a culture in which everyone feels valued, that they feel safe to speak up and to bring their authentic selves to work. We are also committed to promoting a workplace culture where everyone is treated with dignity and respect and one that is free from bullying, harassment or violence. The Board's ambition for this is articulated in the Society's Equity, Diversity, Inclusion & Belonging Policy. This policy on Board composition is intended to make clear to all our stakeholders that these values and principles apply equally to the Board.

We recognise that a diverse Board with different backgrounds, experience and ways of thinking leads to healthy debate and decision-making. We are also responsible for setting the tone from the top and will ensure that we role model inclusive behaviours and language. Finally, we will monitor the progress the Society makes in becoming a more diverse and inclusive culture, including reviewing the metrics.

As a progressive organisation The Melton has signed up to and adopted the Women in Finance Charter that focuses on the leadership team of firms and reflects the government's aspiration to see gender balance at all levels across financial services firms. The Melton commits to supporting the progression of women into senior roles, has set its targets and will implement the right strategy for The Melton to help achieve those targets and will publicly report on progress to deliver against the targets.

The Melton has defined senior leadership for the purposes of the Charter as the Board of Directors, the Executive Team and the Senior Leadership Team.

Policy objectives

In line with Rule 12 (1) of the Society, the Board of Directors must not be comprised of more than 10 nor less than 5 members. Achieving diversity and a 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.

The Board will endeavour to creating a diverse pipeline of talent for succession to Board and its committees and that appointments are subject to rigorous selection procedures.

Realising the benefits of both gender diversity and the aspirations of the Women in Finance Charter, the Board will endeavour, subject to the considerations above, to attain 50% women for its Senior

Leadership Team category (with a minimum of 40%). Furthermore, the Board will aim for 50% of future appointments for the Board 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 Equality, Diversity and Inclusion Policy.

Review

The 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.