

Anglian Water Services Limited – Board Diversity Policy

The Board Diversity Policy sets out the approach to diversity that will inform the composition and recruitment of members of the Board of Anglian Water Services.

The Board of Anglian Water Services places great emphasis on ensuring that its membership reflects diversity in its broadest sense. Consideration is given to the combination of skills, experience, race, age, gender, educational and professional background and other relevant personal characteristics on the Board to provide the broad range of perspectives, insights and challenge needed to support good decision making. The Board embraces the stated ambition of the wider business that it should achieve the same diversity of characteristics as the region that it serves.

New appointments are made on via an open and transparent process, and candidates will be appointed on merit, taking account of the specific skills and experience reflected in the Board skills matrix and needed to ensure a Board which has a diverse range of backgrounds and approaches.

In accordance with the latest recommendations set out in the Hampton-Alexander Review on gender diversity and the Parker Review on ethnic diversity the Board will strive to, as a minimum:

1. comprise at least 40% women;
2. at least one of the Chair, CEO, CFO or SID will be a woman; and
3. at least one member of the board will be from a minority ethnic background.

The Board has delegated to the Nominations Committee the responsibility for implementing the Board Diversity Policy. Therefore, the Nomination Committee is responsible for monitoring that the Board has the right balance of skills, experience, and knowledge and makes recommendations to the Board accordingly.

In accordance with its terms of reference, the Nomination Committee will:

- a) Regularly review Board composition, succession planning, talent development and the broader aspects of diversity
- b) Ensure that consideration is given to the combination of wide-ranging experience, race, age, gender, educational and professional background and other relevant personal attributes on the Board, as well as the skills and competencies required for the role, to provide the range of perspectives, insights and challenge needed to support good decision making. The Nomination Committee will also monitor the policies of the wider company to ensure that the same considerations are embedded in the diversity and inclusion approach of the company.
- c) Work with executive search firms who understand our approach to diversity, including this Board Diversity Policy, and will comply with these when identifying and proposing suitable candidates for appointment to the Board

- d) Identify suitable candidates for appointment to the Board on merit against objective criteria
- e) Report annually in the corporate governance section of the Annual Report on the implementation of the Board Diversity Policy and other matters as required by the UK Corporate Governance Code and other regulatory and statutory requirements
- f) Review the Board Diversity Policy regularly and recommend any revisions to the Board