

Board diversity policy

The Society actively promotes a culture of diversity and inclusion amongst our people including the Board. The Society is committed to creating a working environment where all are treated with dignity and respect.

The Society recognises and values the benefits of having a diverse Board. The Society believes that diversity encourages the inclusion of different perspectives and ideas and ensures that we have the opportunity to benefit from all available talent. The Society considers that increasing diversity of thought and approach at Board level is essential for improving its effectiveness as a member focussed business and understanding the diverse needs of existing and potential members. We also believe that diversity and inclusion makes for better corporate governance.

The Society's policy is that all Board appointments are made based on merit as well as complementing and expanding the skills, knowledge and experience of the Board as a whole. The Nominations and Governance Committee reviews and assesses Board composition on behalf of the Board including all aspects of succession planning. The Society has not adopted specific diversity targets related to Board composition. New appointments are made based on objective selection criteria highlighting the specific skills and experience needed to ensure a rounded Board and the diversity benefits each candidate can bring to overall Board composition.

The Nominations and Governance Committee oversees the annual review of Board effectiveness. As part of the performance evaluation of the effectiveness of the Board, Board committees and individual Directors, the Committee will also consider the balance of skills, experience, independence, knowledge and diversity representation on the Board.

The Society also has a policy to recruit people with a diversity of skills, experience, background, ethnicity, gender and other characteristics to ensure that we maximise all available talent. Creating and embedding an environment of mutual respect and understanding is an integral part of the Society's culture and values. Our people are expected to treat all their colleagues with mutual dignity and respect.

The Society is part of the Mutual Diversity Alliance – a charter created by a group of organisations from within our trade body who are committed to demonstrating good practice in relation to diversity and inclusion within their businesses and the wider financial services industry. The Society is required to report annually on the Diversity and Inclusion initiatives it has undertaken and how it has met the requirements of the charter.

The Society has made a commitment to the Women in Finance charter and adopted specific targets for increasing the number of women within its senior management team.

The Nominations and Governance Committee will report annually in the corporate governance section of the Society's Annual Report with a summary of the policy and how it has been applied. The Committee will also review the policy on an annual basis.

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