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1. Introduction

This Board Diversity Policy should be read in conjunction with the wider Equality and Diversity Policy of Arbutnot Latham & Co., Limited (AL) which applies to all employees. This Policy applies only in relation to the Board of AL.

2. Diversity Considerations

AL is committed to providing equal opportunities.

The Board of AL has adopted this Board policy on diversity, including gender.

Appointments to the Board will be made on merit, against objective criteria and with due regard for the benefits of diversity on the Board, including gender. Appointments to the Board will be made having regard to the balance of knowledge, skills, diversity and experience of the Board at the time of the appointment and having regard to long-term planning in relation to Board composition.

Each member of the Board of AL and the Board collectively shall have sufficient knowledge and skills, together with an appropriate mix of background and experience. This includes long-term and recent experience of the UK financial services sector as well as gender diversity.

The Board does not wish to set any measurable targets for gender or other representation on the Board.

3. Review

The Board appointment process and composition of the Board is overseen by the Nomination Committee, which shall review the effectiveness of this policy and make recommendations to the Board in relation to any proposed changes.