



Baptist Insurance Company plc Board Diversity Policy

Scope and Objectives

The Board Diversity Policy ('**the Policy**') sets out the approach to diversity of the Board of Directors of Baptist Insurance Company plc ('**the Board**').

The Policy applies to the Board of Baptist Insurance Company plc ('**the Company**'). The Company does not have any employees.

Roles and Responsibilities

The overall responsibility for reviewing and approving the Board Diversity Policy lies with the Board.

Policy Statement

The Company recognises the benefits of having a diverse Board to set the strategy, tone, culture and purpose of the business. It believes that recognising and encouraging diversity in the broadest sense is essential to strengthening the business.

When appointing new Board members, we consider a wide range of qualities and backgrounds to ensure a range of qualities and backgrounds to ensure balance views and experiences. This approach supports good governance, effective decision making, and our obligations as a regulated insurance entity.

The Board will take the opportunity, as and when appropriate, to further improve diversity in its broadest sense (including ethnicity, skills, regional and industry experience, background, age, gender and other distinctions) as part of its board recruitment practice.

Frequency of Policy Review

This Policy must be reviewed at least annually to take into account any new or changes to legislation or more frequently should a significant change in the business, market or regulatory environment occur.

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