



ARBUTHNOT BANKING GROUP PLC

BOARD DIVERSITY POLICY

NOVEMBER 2017

**Approved by the Policy Committee
7 November 2017**

BOARD DIVERSITY POLICY

1. INTRODUCTION

Arbuthnot Banking Group PLC (**ABG**) is committed to providing equal opportunities to all employees. This Board Diversity Policy is to be applied to members of ABG's Board.

2. DIVERSITY CONSIDERATIONS

ABG is committed to providing equal opportunities.

The Board of ABG 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 ABG 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.

ABG wishes to ensure that current and prospective members of the Board, both individually and collectively, have sufficient knowledge and skills, together with an appropriate mix of experience, combining long-term historic understanding of the industry and more-recent experience.

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.