

BOARD DIVERSITY STATEMENT

At Board level we recognise that diversity of thought and perspective leads to better governance and decision-making. It is our policy to have a Board in place with the necessary skills, knowledge, experience and diversity of thought for the needs of the Society. To ensure we fulfil this commitment we track the knowledge, skills and experiences of our Board.

The Chair of the Board is responsible for ensuring the Equality, Diversity & Inclusion policy is embedded at Board level. It is also recognised that there will always be an overriding need to ensure the Society meets its regulatory obligations as a mutual operating in the financial services sector. In this regard we promote a culture of risk awareness and ethical behaviour at Board level, and throughout the Society.

The Society believes that an inclusive, diverse and equal Board is not only ensuring our compliance in this area, but also a strategic imperative. By seeking to develop and maintain diversity of thought and opinion at the highest levels of leadership, we are committed to sustaining our values, enhancing our relationship with Members, and contributing to a fully inclusive culture across the Society.