

Board Diversity Policy

The Board Diversity Policy sets out the approach of Centrica Group PLC* to diversity and Inclusion. Centrica recognises the importance of diversity and inclusion.

We operate in increasingly diverse communities both in the UK and internationally and this diversity is evident in our workforce and our customers, suppliers and other stakeholders. We know that being inclusive of the diversity we have in our business will give us a competitive advantage.

The term 'diversity' referred to in this document means the diverse range of skills, abilities, personality, ethnicity, gender, experience and competencies of an individual. The benefits of applying these principles ensures that the Board remains effective, can challenge key issues, enables the business to be run more prudently and provides for a broader set of perspectives.

The Chair of the Board is accountable for the implementation of the policy.

Policy Statements:

1. Throughout the process of appointment of Board members, due regard is to be given to ensuring fairness and diversity through consideration of skills, experiences and competencies. In doing so, a range of recruitment strategies should be considered. The recruitment process must also comply with Group HR recruitment processes and the Centrica UK Diversity, Respect and Inclusion Policy.
2. The Chair of the Board is to consider and adopt a range of approaches to promote diversity within the Board. For example, these may include but are not limited to:
 - Informal and formal Board discussions;
 - Board agenda items relating to diversity;
 - Raising awareness on the benefits of diversity;
 - Board learning and development activities which promote diversity;
 - Diversity impact assessments in respect of Board related projects or activities where relevant and appropriate.
3. The Board will periodically monitor and measure Board diversity and draft action plans where improvements are required. This may be considered as part of the formal Board evaluation processes.
4. Senior Managers are also required to support this policy in developing diversity in the broader business and must also comply with Group HR recruitment processes and the Centrica UK Diversity, Respect and Inclusion Policy.

** The Board Diversity Policy applies to the Centrica Group PLC Board and all other subsidiary companies.*