

## **Board Composition Policy**

### **Statement**

Mansfield Building Society is a progressive organisation which recognises and promotes diversity in its workforce. We appreciate the value of difference and we are committed to protecting the rights of all employees.

Ensuring diversity in the Society is about building a culture in which the whole organisation works together and in which difference is valued. The Board's ambition for this is articulated in the Equality Policy and Recruitment Policy. This statement on Board composition is intended to make clear to all our stakeholders that these values and beliefs apply equally to the Board.

### **Requirement**

In line with Society Rule 12 (1) in respect of the business of the Society, any business that the Society proposes to carry on shall be under the direction of a Board of Directors consisting of not more than ten nor (subject to the provisions of Rule 25(6)) less than six Members.

Achieving a diversity and balance of skills, independence and experience shall be the key determinant of any new appointment to the Board where selection of the most suitable candidate will be paramount.

No candidate for Board membership shall be discriminated against on grounds of gender, gender reassignment, marital status, pregnancy and maternity, race, disability, sexual orientation, religion or beliefs, age, or any other irrelevant factor.

Realising the benefits of gender diversity the Board, subject to the considerations above, will endeavour to initially reach a minimum target of 25% of the Board composition to be filled by the under-represented gender. Positive action will be taken when recruiting to the Board, which means that the Society will ensure that the placement and wording of recruitment adverts will enable a better attraction rate from the under-represented gender. The final selection will still, however, be based on merit and the skills and experience required within the Board as a whole.

All Directors must meet the test of fitness and propriety laid down by the Prudential Regulation Authority and Financial Conduct Authority at all times.

### **Reporting**

The Nominations Committee will report annually, in the Corporate Governance section of the Annual Report and Accounts, on the process used in relation to Board appointments. This report will include a summary of the Board Composition Policy with an update on the gender ratios of Board membership.

### **Review**

The Nominations Committee will review the Policy annually. This will include an assessment of its effectiveness and whether the desired gender representation levels remain appropriate. The Committee will recommend any necessary Policy revisions to the Board for approval.