

Board Recruitment

The Alliance recognises the benefit of a diverse Board in promoting Board effectiveness. The Alliance places great emphasis and encourages all forms of diversity including gender, race, disability, sex, religion or belief, age, marriage or civil partnership, pregnancy or maternity as well as culture and personality. The Board's working environment is welcoming and receptive to new Directors from all backgrounds.

The Board composition is managed by our Nominations Committee ("Committee") on behalf of our Board and recommends the appointments of Directors, either to the Board or the Membership. All appointments are made on the basis of merit, against the skills and competencies which the Board requires to be effective.

In reviewing the Board composition, the Committee will:

- Consider all aspects of diversity and its benefits for the current Board composition.
- Identify suitable candidates based on their skills, experience and suitability for the role while having regard to diversity levels on the Board, in particular representation from diverse ethnic communities.
- Actively promote the opportunity to apply through relevant channels with a view to achieving diversity in the candidate group.
- Annually discuss and approve the objectives to achieve optimum levels of diversity on the Board.
- Focus on improving one or more elements of diversity while recommending new Directors.
- Aim to include at least 30% of each gender on board at all times with an aspiration of gender parity.
- Aim to ensure the Board retains at least 25% of Independent Directors.

This policy is supported by the Chair and the Board and will be reviewed annually.

[Date of review and adoption: 8 July 2025]