

Board Diversity Policy

The Board Diversity Policy sets out the approach of the Centrica Group to diversity and inclusion. Centrica recognises the importance of diversity, respect 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, age, gender, ethnicity, sexual orientation, disability or educational, professional and socio-economic backgrounds of an individual.

The benefits of applying these principles ensures that the Board and Board Committees remain effective, can challenge key issues, enables the business to be run more prudently and provides for a broader set of perspectives.

Policy Statements:

1. Throughout the process of identifying candidates and the appointment of Board members and members to each Board Committee, due regard is to be given to a wide range of diversity characteristics, assessing each candidate on merit and 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 and each of the Board Committees. For example, these may include but are not limited to:
 - Informal and formal discussions.
 - Agenda items relating to diversity and inclusion.
 - Raising awareness on the benefits of diversity and inclusion.
 - Learning and development activities which promote diversity and inclusion.
 - Diversity impact assessments in respect of Board or Board Committee related projects or activities where relevant and appropriate.
3. The Nominations Committee is responsible for leading the succession planning process and making recommendations to the Board. The Committee takes a long-term view to succession planning, regularly reviewing Board and Board Committee tenure, Board diversity and assessing the skills required by the Board and Board Committees to best support the Company's strategy on a multi-year lookahead as well as in the near term.

The Chair of the Board is accountable for the implementation of the policy and will be supported by the Nominations Committee.