

Board Diversity Policy

VERSION: Approved 2.0



Author: Company Secretary
Owner: Chief Financial Officer
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1 Introduction

Eurocell Plc (“Eurocell”) recognises the role it plays in promoting diversity on its Board of Directors and its committees. The company acknowledges the benefit that increased diversity can bring to the overall board composition.

2 Policy aims

The Board recognises the Group operates in an industry with historic gender bias, but is committed to achieving gender diversity and actively seeks to develop and maintain a diverse Board that embraces diversity of race, ethnicity, nationality, socio-economic and cultural background, sexual orientation, disability as well as country of origin.

3 Appointments to the Board

The Board aims to make appointments based upon merit against objective criteria, whilst also recognising the advantages diversity brings to the Board’s capabilities and long-term success of Eurocell. The relatively small size of the Board and the pre-existing Directors’ service contracts have inevitably limited the pace of change but, nevertheless, as vacancies arise, the Board will continue work towards the targets set out by the FCA, the FTSE Women Leaders Review on gender diversity, and the Parker Review on ethnic diversity. We will work towards creating a diverse Board with:

- At least 40% of the Board being women;
- At least one of the senior board positions being a woman;
- At least one member of the Board being from an ethnic minority background.

The Nomination Committee will ensure that when vacancies arise, a diverse set of candidates should be included within shortlists.

As at the date of publication of this policy, Eurocell currently meets two out of the three FCA diversity targets and will continue to keep our delivery against these targets under proactive review, including within the context of succession planning.

4 Scope

This policy applies to the Eurocell Board of Directors’.

5 Who is responsible for this policy

The Eurocell plc Board of Directors has overall responsibility for oversight and implementation of this policy and expects each business unit to uphold these outlined standards.

This statement will be made available to our employees via our intranet, and is available on our investor relations website.

6 Document Governance

Document Governance	
In Support of the following Policies:	
Policy Owner:	Company Secretary
Exec Sponsor:	Chief Financial Officer
Policy Approver:	Board of Directors
Version:	V1.0
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Next Review Date:	29 August 2024
Point of Contact:	Company Secretary

7 Version / Change Control

Version	Date	Section Changed	Description of Change(s)	Changed By
1.0	July 2024		Draft New Policy	
2.0	August 2024		Approved	