

HomeServe plc

Board Diversity Policy

This policy sets out the HomeServe plc Board's approach to diversity and provides a high level indication of the approach to diversity across senior leadership and the wider Group.

As a Board we believe that diversity, both at Board level and throughout the Group, drives innovation, growth and success.

We are committed to ensuring that the membership of our Board reflects diversity in its broadest sense. A combination of demographics, skills, experience, race, age, gender, educational and professional background and other relevant personal attributes will ensure our Board is effective. We believe that diversity of experience and personal strengths are as important as diversity of gender and social and ethnic backgrounds.

All relevant factors are taken into consideration when evaluating the skills, knowledge and experience needed to fill each Board vacancy. When recruiting, we require diversity on our long and short lists and in particular, ensure that appropriately qualified women are included on all short lists.

We recognise the target for FTSE companies to move towards 33% female representation and will use our best endeavours to increase the number of female Board members over time.