

# INFORMA PLC

## Board Diversity Policy



## **INFORMA PLC**

### **BOARD DIVERSITY AND INCLUSION POLICY**

#### **Introduction**

As the Board of Directors of Informa, we all recognise and give full regard to the benefits of diversity and inclusion within our colleagues in the business and when searching for candidates for Board appointments. A diverse and inclusive board takes advantage of the different skills, experience, background, independence and diversity of its members.

With regard to gender and ethnic diversity on UK boards, we support the recommendations of the Hampton-Alexander Review and the Parker Review respectively.

#### **Policy**

In consideration of the above and in line with the Group's Global Diversity & Inclusion Policy, the Informa PLC Board Diversity and Inclusion Policy is:

1. All Board appointments will continue to be made on merit, against objective selection criteria, with due regard given to the benefits of diversity.
2. Any Board appointment process will include diverse candidates, particularly those from different ethnic and social backgrounds.
3. The Board will ensure diversity and inclusion are regular topics in meetings.
4. The Board will work towards being gender balanced and will annually review the gender balance of the Board and senior management.
5. The Nomination Committee will regularly review the structure, size and composition of the Board to ensure that it has an appropriate balance of skills, experience, independence and knowledge to effectively oversee and support the Company's Executive Management.
6. The Board and its Committees will only work with executive search consultants that have adopted the Voluntary Code of Conduct on gender diversity and best practice.

#### **Approval**

This Board Diversity Policy was approved on 4 March 2022.

#### **John Rishton**

Chair of the Board, Informa plc  
Nomination Committee Chair