



BOARD DIVERSITY POLICY

ReAssure recognises the importance of a diverse composition of people to promote the success of its business in an inclusive culture. This recognition also extends to its Board and Committee members.

Board and Committee Members appointments are made on merit and include an overall assessment of an individual against objective criteria. The constitution of our Board and Committee includes a diverse range of skills, knowledge, personal attributes and experienced individuals and the views of each member are equally valuable to the Company to support good decision making. ReAssure does not discriminate on the basis of gender, race, age, disability or sexual orientation, or any other category protected by law and seeks to ensure that it recruits candidates for each role from a diverse slate.

ReAssure strives for Board and Committee membership that reflects diversity in the broadest sense, to embrace views and perspectives to promote the business goals set.

The Board recognises that it has a role to play in the implementation of diversity within the business and works with the Senior Management team to understand, challenge and encourage the diversity goals of the business. Outcomes of such discussions include ReAssure supporting the Women in Finance Charter and its target appointment goals that are being worked towards for an initial 2020 date.

As part of the review of effectiveness of the Board, consideration is given to the balance of skills, experience, independence and knowledge of the Board that ensures ongoing diversity of experience and thought.

Company Secretary

February 2018