

BOARD DIVERSITY POLICY

Purpose

This policy sets out the approach to diversity relating to the Board of Directors of Elementis plc (Company or Group).

Policy statement

The Board is committed to actively promoting diversity in its broadest sense and recognises the benefits to the business of bringing a variety of perspectives and thought leadership to senior management and Board decisions. Elementis seeks to maintain a Board with a wide range of skills, expertise, backgrounds and experiences of which ethnicity and gender diversity play a role. The skills and backgrounds of Board members should collectively reflect the environment in which the business operates.

When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Board will consider candidates on the basis of merit having due regard to diversity and the needs of the Board.

Policy objectives

The Board is supported by the Nomination Committee and aims to:

1. Search and recruit the right candidates from the widest talent pool, against objective criteria and with regard for the benefits of diversity, including gender and ethnicity. When recruiting new Board members, the Nomination Committee Chairman will engage recruitment advisers who are able to demonstrate a commitment to gender and ethnic diversity as part of their role in identifying suitably qualified candidates from a talent pool that also reflects the Group's international profile.
2. Ensure that the Board is comprised of an appropriate balance of skills, experience and knowledge to effectively oversee and support the management of the Company;
3. Maintain gender balance on the Board of at least 33%;
4. Aspire to improve the percentage of senior leadership positions held by women throughout the Group. The Nomination Committee will monitor pipeline diversity and the delivery of plans to improve gender and ethnic diversity across the organisation and promote talent from across our locations into management roles;
5. Oversee succession plans to ensure that they meet both current and future needs of the business including improvement of gender and ethnic diversity across the organisation;
6. Report annually against these objectives and assess the skills, expertise, backgrounds and experiences of Board members; and
7. Continue to monitor regulatory developments and best practice in respect of diversity
8. Periodically review this policy and its effectiveness.

Adopted by the Board on 30 April 2019