

## VICTREX PLC BOARD DIVERSITY AND INCLUSION POLICY

**Approved by the Board on 15 September 2022**

This document sets out the policy of Victrex plc (**Company**) in respect of Board and Committee diversity and inclusion. The Company and its subsidiary companies (**Group**) are committed to diversity, inclusive practices and equality of opportunity amongst its employees and its Board members.

The Company acknowledges the value of diversity in its widest sense (age, gender, ethnicity, sexual orientation, disability, socio-economic background as well as educational and professional backgrounds) and its contribution towards effective Board and Committee operations and decisions.

The Group operates a Group Inclusion Diversity and Equal Opportunity Policy which is reviewed each year and provides the framework for productive working relationships.

Taking account of its changing strategic needs, the Board will ensure:

1. it and its Committees have the appropriate balance, composition and mix of skills, experience, independence and knowledge to ensure their continued effectiveness, having regard to regulatory diversity targets and external guidance on diversity;
2. a pipeline is maintained promoting diversity for succession to the Board and senior management positions;
3. only executive search consultants who have signed up to the voluntary code of conduct for executive search firms on gender diversity on corporate boards are engaged when seeking appointments to the Board so that the selection processes provide access to a diverse range of candidates;
4. appointments to the Board are made on the basis of merit, with regard for suitability for the role, Board balance and composition and the required mix of skills, background and experience – with diversity in its widest sense as described above being an important consideration;
5. policies adopted by the Group promote diversity in the broadest sense;
6. adequate and appropriate disclosure of:
  - a. this Policy and diversity initiatives the Group has in place and the steps it is taking to promote diversity at Board level and across the Company including a description of progress made;
  - b. the composition and structure of the Board and its Committees;
  - c. whether the Company has met regulatory diversity targets on a comply or explain basis, and the Board's approach to such data collection\*;
  - d. external reporting requirements including (i) the ethnic background and gender identity or sex of the Board and executive management\* and (ii) the gender balance of those in senior management and their direct reports; and

- e. the process for appointments to the Board; and
- 7. this Policy is reviewed from time to time to monitor progress being made to assess its effectiveness.

\*with effect from financial year commencing 1 October 2022

**The Board of Directors**

**Victrex plc**