



# **Unum UK Group Board Inclusion & Diversity Policy**

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# 1 Introduction

## 1.1 About This Document

This policy sets out the approach to Inclusion & Diversity in respect of Unum UK Group Boards of Directors and is effective from 14 May 2024.

## 1.2 Policy Scope

The policy applies to the governing bodies within the Unum UK Group and their Boards of Directors and does not apply to the diversity of Unum Group employees.

## 1.3 Guiding Principles

One of the key guiding principles of our Unum Group Employer Value Proposition *We Are Unum* is the importance we place on the appreciation of different perspectives and experiences our people and customers bring. Unum UK Group believes in diversity and inclusion and recognises the benefits that diversity can bring to its board of directors (the “Board”).

*“We celebrate the contributions of every member of our team, and we value the diversity of perspectives and experiences that make us a stronger company.”*

— *We Are Unum*

Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and ensures that Unum UK Group has the opportunity to benefit from all available talent. The promotion of a diverse Board makes good business sense and makes for better corporate governance. It will help cultivate the creativity necessary to meet the needs of customers and succeed in the marketplace.

Unum UK Group recognises the recommendations made by the FCA following the Parker and Hampton-Alexander reviews to raise the ethnic and gender diversity of corporate Boards and as a non-listed company we are committed to developing and sustaining a diverse panel of Board members that are reflective of the working world.

## 1.4 Policy Statement

The Board will seek to be comprised of a diverse selection of talented and dedicated directors with a range of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environments in which the Unum UK Group operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, functional expertise, cognitive style, gender, ethnicity, disability and sexual orientation.

All appointments to the Board will be based on the impartial evaluation, using objective criteria, of the skills, expertise and experience of candidates and the diversity gaps across the membership. All appointed Board members will complete Inclusion and Diversity training as part of their development.

Any search firm engaged to assist the Boards will be required to comply with this Policy and will be specifically directed to demonstrate diversity in their list of candidates.

## **1.5 Responsibilities**

The governing bodies of the Unum UK Group are responsible for the operation of this Board Inclusion & Diversity Policy.

The Unum UK Group Nomination Committee oversees and manages the process for:

- Reviewing the composition of the Boards and Committees
- Nominating new members to the Boards

In fulfilling their duties they will:

- Consider the overall mix of skills and diversity of the current Boards in identifying the requirements for a new member
- Take these requirements into account when nominating a new member to the Boards
- Regularly review the composition of the Boards taking account of the skills, knowledge, experience, and diversity of the members required to meet both current and future challenges of the business

The Unum Limited Board of Directors may consider any representations and reports from the Unum UK Group Nomination Committee.

## **2 Review of the Policy**

Annually, the Boards will review the effectiveness of the policy in promoting a diverse Board. The Policy will be considered as a part of the annual Board Effectiveness Review.