



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

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# 1 Introduction

## 1.1 About This Document

This policy sets out the approach to Diversity & Inclusion in respect of Unum EEA Group's Boards of Directors and is effective from 09 April 2018.

## 1.2 Policy Scope

The policy applies to the governing bodies within the Unum EEA 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 EEA 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, militates against group think and ensures that Unum EEA 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.

## 1.4 Policy Statement

The Boards 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 Boards should reflect the diverse nature of the business environments in which the Unum EEA Group operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, functional expertise, cognitive style, gender, ethnicity and sexual orientation.

Unum EEA Group is committed to a merit based system for the Boards (i.e. "the best person for the job") but within a diverse and inclusive culture which solicits multiple perspectives and is free of conscious or unconscious bias. When exploring potential candidates for appointment or re-election to the Boards, Unum EEA Group will consider candidates on merit against objective criteria whilst having due regard to the benefits of diversity and the need for balance in overall makeup of the Boards. All appointed Board members will complete Unconscious Bias training as part of their induction.

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 EEA Group [The Unum European Holding Company Ltd and Unum Ltd Boards of Directors] are responsible for the operation of this Board Diversity & Inclusion Policy.

The Unum European Holding Company Ltd Nomination and Remuneration Committee oversee and manage 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 European Holding Company Limited Nomination and Remuneration 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.