

# Board Diversity Policy

## Introduction

Barratt Redrow PLC (“Barratt”) has long believed in the benefits which diversity amongst Board members and Senior Management can bring to the business.

Diversity is important to ensure that the profile of Board members and Senior Management provides the necessary range of perspectives and skill sets to ensure effective stewardship, development and execution of a strategy that promotes the success of the Barratt for the benefit of its shareholders as a whole, whilst having regard to the interests of other stakeholders. In accordance with the terms of reference of the Nomination Committee and as part of the annual evaluation, the balance of skills and the future requirements of the Board and Senior Management are rigorously reviewed each year.

## Objectives

The aim of our policy is to ensure that diversity in its broadest sense, including gender, ethnicity, age, sexuality, social class, education, experience, ways of thinking and more, is reflected throughout the business including within the composition of the Board and its Committees, to provide the range of perspectives, insights and challenge needed to support good decision making.

## Policy

The Board, together with the Nomination Committee, will:

- take into account any regulatory requirements and best practice guidance when reviewing the balance

and composition of, and succession plans for, the Board, Board Committees and Senior Management, whilst having regard to the individual skill sets and the general and sector-specific knowledge needed to drive corporate performance.

In particular, it will take into account the recommendations of:

- (i) the FTSE Women Leaders Review, for FTSE 350 companies to have a minimum of 40% of women on the Board and in Leadership\* roles, by the end of 2025 and to have at least one woman in the role of Chair or Senior Independent Director and/or one woman in the role of Chief Executive or Finance Director by the end of 2025; and

- (ii) the Parker Report for FTSE 250 companies to appoint at least one director from an ethnic minority background by 2024;

- continue to aim to improve in all aspects of diversity including, but not limited to, gender, ethnicity, age, sexuality, social class, education, experience and ways of thinking, at Board and Senior Management level, without the need for quotas;

- seek to ensure that Board candidates bring the right skills and experience to complement the existing balance of the Board, taking into account the specific skills and experience, independence and knowledge required on the Board and the diversity benefits the candidate can bring to the Board’s composition;

- only work with executive search consultants that have adopted a voluntary code of conduct addressing diversity including, but not limited to, gender and ethnicity;

- remain fully cognisant of the need to ensure that the business recruits an

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\*Leadership role for the purpose of the FTSE Women Leaders Review means the Executive Committee and their direct reports

maintains a diverse workforce and consider all aspects of diversity as part of their annual review of succession plans, com composition and effectiveness;

- oversee succession plans to ensure that they continue to meet the current and future needs of the business including development of internal high calibre employees; and
- oversee plans for diversity and inclusion across the business and assess progress on an annual basis.

## Links with other Group Policies

This Policy should be read alongside other relevant Group policies.

## Compliance with this Policy

The Board, through the Nomination Committee, will ensure that balance and diversity is addressed as part of the annual evaluation of the Board and its Committees and as part of the review of succession plans.

**This policy is reviewed annually and is approved by the Group Board. It is communicated to key stakeholders and is available on our website.**

**David Thomas**  
**Chief Executive**  
**DATE 10 December 2024**