

Essentra plc
Board Diversity Policy

This policy sets out the approach to diversity and inclusion in respect of the Board of Directors of Essentra plc.

Purpose and Values Overview

Essentra plc is a global business operating in 34 countries employing over 7500 people. The geographical location of its operations means that diversity and inclusion is an integral part of the business and is intrinsic in how staff conduct themselves showing openness, honesty and integrity towards each other, and externally with our stakeholders. The expectations of how every individual operating within the Essentra family is set out clearly in the Ethics Code, which is regularly discussed and supported at all levels of the organisation.

Board Diversity

The Board understands the importance of diversity and inclusion and the value that diverse Board members can bring to the Company. It also believes that the Board can be its most effective when its composition reflects both its own workforce and the wider geography in which the Company operates. The Chair leads the Board's diversity agenda which aims to continuously improve diversity of the Board, recognising that a diverse Board includes and makes good use of differences in skills, perspectives, experience, backgrounds including nationality, psychological type, cognitive and personal strengths, and other personal attributes, as well as gender, social and ethnic backgrounds.

Reporting and Disclosure

Details of the board's composition and structure, appointment process and policies can be found within the Annual Report. The Board supports the recommendations of the Hampton-Alexander Review on gender diversity and the Parker Review on ethnic diversity and intends to report additionally on diversity data related to Non-Executive Directors in its Nomination Committee Report within the Annual Report available at essentraplc.com.

Board Appointments

The Board oversees the development of a diverse pipeline for succession to the Board and monitors board appointments to ensure they are subject to a formal, rigorous, and transparent procedure and that such appointments are based on merit and objective criteria taking into account, among other things, factors such as diversity of gender, age, educational and professional background, social, ethnic and geographical background, cognitive and personal strengths.

During the nomination process, the Board only engages search firms who understand and demonstrate Essentra's values and approach to diversity, equality and inclusion and agree to comply with those values and approach in order that board candidates from diverse candidate pools are identified.

Board Trainees

The Board is committed to growing a diverse and talented pool of future board directors and supports this through its Board Trainee initiative. This aims to provide comprehensive training and practical experience to exceptional first time NED candidates with a view to accelerating their board appointment and expanding the talent pool of directors. In running this scheme, Essentra will benefit from insights and skills from a broad range of experienced candidates to further support board effectiveness and decision making. These roles will be voluntary and appointed periodically at the discretion of the board and adhering to its standard appointment process. A broad range of candidates are welcome and encouraged to apply and, in line with the Company's commitment to diversity and inclusion, it is hoped that the programme will particularly attract those from underrepresented groups and backgrounds. This is just one of the ways in which Essentra seeks to attract and maintain the best board talent.

Board Review

When reviewing the Board's composition and the Board's effectiveness, the Board considers all aspects of diversity and inclusivity so that over time, as changes to Board membership become due, it can balance the composition of the Board accordingly. This policy will therefore be updated periodically.

The Board supports Essentra's Diversity & Inclusion Strategy and management's efforts to ensure that the diversity of Essentra's senior management is continuously enhanced.

