



# Board Diversity Policy

15 December 2022

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## Purpose

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Board of Directors of Barclays PLC ('the Board').

## Scope of Application

The Policy applies to the Board. It does not apply to diversity in relation to employees of the Barclays Group which is covered in our Group-wide Barclays Way.

## Policy Statement

Barclays recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, social and ethnic background, race, gender and other distinctions between Directors such as cognitive and personal strengths. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments and succession plans are based on merit and objective criteria, with due regard to the benefits of diversity, and in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective. The Board is committed to operating in way that supports diversity and inclusivity.

The Board Nominations Committee ('the Committee') reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. The Committee also oversees the conduct of the annual review of Board effectiveness.

- In reviewing Board composition, the Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.
- In identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.
- As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the Committee will consider the balance of skills, experience, independence and knowledge of Barclays on the Board and the diversity representation of the Board, including gender, how the Board works together as a unit, and other factors relevant to its effectiveness.
- The Committee will oversee the development of a diverse pipeline for succession for the Board.

## Measurable Objectives

The Committee will discuss and agree annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption.

The Board supports the board diversity targets recommended by the FTSE Women Leaders Review on gender diversity and the Parker Review on ethnic diversity, and which are set out in the FCA's Listing Rules<sup>1</sup>. The recommendations from these reports are reflected in the Board's current targets.

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<sup>1</sup> LR9.8.6R(9) and LR14.3.33R(1)

At any given time the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

#### Gender Diversity

The Board's current target is to ensure that by 2025:

- the proportion of women on the Board is at least 40 per cent; and
- at least one of the following senior Board positions is held by a woman: Chair, Chief Executive, Senior Independent Director or Chief Finance Officer,

and that this is maintained going forward.

#### Ethnic Diversity

The Board's current target is to ensure that at least one Board member is from a minority ethnic background excluding white ethnic groups and that this is maintained going forward

## Monitoring and Reporting

The Committee will report annually, in the corporate governance section of the Barclays Annual Report, on the process it has used in relation to Board appointments. Such report will include a summary of this Policy, the measurable objectives set for implementing the Policy and progress made towards achieving those objectives.

## Review of the Policy

The Committee will review the Policy annually, which will include an assessment of the effectiveness of the Policy. The Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

## Policy Governance

Policy Sponsor:	Group Chairman
Date approved:	15 December 2022
Approved by:	The Board
Date last revised:	15 December 2022
Responsibility for document management:	Barclays Corporate Secretariat