



## Kingfisher plc

### Board Inclusion and Diversity

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#### Purpose

This policy sets out the approach to diversity and inclusion in respect of the Board of directors of Kingfisher plc (the 'Company'). The Policy is intended to assist the Board, through the work of the Nomination Committee, in creating and maintaining optimum Board and Committee composition. A separate Kingfisher Group Diversity Policy (which also covers inclusion) applies to all employees in the Kingfisher Group of companies.

#### Policy Statement

Kingfisher believes in the value of diversity and inclusion throughout the Company. This belief is embedded in Kingfisher's purpose and business strategy, and in our stated goal to build an agile, inclusive culture led by trust. It is Kingfisher's policy to maintain and develop the diversity of its Board of Directors without compromising on the calibre of new directors appointed and for it to operate within an inclusive environment where all Board members can fully contribute, be listened to, and do their personal best.

Appointments to the Board should be based on merit while complementing and enhancing the existing diversity of skills, knowledge, and experience of the Board as a whole. We aim to harness that diversity needed for a rounded Board with the benefits that brings to overall Board composition, to Board effectiveness and to better decision making. We consider diversity to include diversity of background (including professional and educational), race, disability, gender, sexual orientation, beliefs, and age, as well as of culture, personality, and workstyle.



## Policy Objectives

The Nomination Committee will:

- Adhere to the guidelines contained in the FCA Policy Statement PS22/3 Diversity and Inclusion on company Boards and Executive Committees (April 2022).
- Maintain at least 40% female directors on the Kingfisher plc Board (*50% as at April 2022*).
- Maintain at least one woman in a senior Board position (Chair, Chief Executive Officer, Senior Independent Director, or Chief Financial Officer).
- Maintain at least one Board director from an ethnic minority background.
- In line with the FTSE Women Leaders criteria and recommendations, monitor the Company achieving 33% executive female leaders (FY2023/4) i.e., Group Executive Committee plus direct reports (*32% as at April 2022*).
- Additionally monitor the Company's own target to have at least one additional diverse leader on each Banner Executive Management Board by 2023 (this could be diversity of any form e.g., gender, race, sexual orientation, disability).
- Engage with Executive Search firms who have signed up to the Voluntary Code of Conduct for best practice on gender and ethnic diversity in a manner which enhances opportunities for diverse candidates to be considered for appointment.
- Support Board-level diversity throughout the Succession Planning process. The Nomination Committee will support efforts to increase diversity and inclusion in the senior management pipeline towards executive and non-executive Board positions and it will monitor progress on building an inclusive culture.

## Monitoring and Reporting

This policy and progress against its objectives will be reviewed annually and the annual evaluation of the Board will consider its diversity and inclusiveness. The Nomination Committee is responsible for the implementation of this policy and for monitoring progress towards the achievement of its objectives and the Chair is responsible for the operation of the Board within an inclusive environment. A summary of this policy, and of the progress made in achieving its objectives, will be disclosed in the Annual Report and Accounts.