

Board Diversity and Inclusion Policy

Rationale

RedR recognises the benefits of having a diverse Board and Committees for effective Board performance and sees diversity at Board level as an essential element of strengthening our board and particularly our capacity to discharge our role and responsibilities effectively.

RedR is committed to developing a diverse and inclusive culture that increase our capacity to apply the merit principle in an inclusive manner and make the most of the talent inherent within diversity.

Diversity includes differences that relate to gender, age, ethnicity, race, cultural background, disability, religion and sexual orientation. Diversity also includes differences in thinking approaches, communication styles, interpersonal skills, education, functional expertise, problem solving skills, background and life experiences.

The Nominations Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. In reviewing Board composition, the Committee will actively reflect on how it is applying the merit principle, noting the steps taken to ensure that a diverse range of candidates are considered and the mix of skills required.

Policy

The Board seeks to ensure it has an appropriate mix of diversity, skills, experience and expertise to enable it to discharge its responsibilities effectively and to be well equipped to help RedR navigate the range of opportunities and challenges we face. The Board

- will
 - a) set at least one measurable objective relating to Board diversity;
 - b) annually assess agreed measurable objective/s and progress in achieving them,
- may determine it is appropriate to improve one or more aspects of its diversity profile and measure progress accordingly
- will publish its diversity indicators in RedR annual reports. The Board may decide to publish other agreed diversity objectives or priorities.
- continue to make the selection and appointment process as rigorous and objective as possible through the use of a skills matrix.
- will work with the CEO to continue building a diverse and inclusive culture and increase our capacity to challenge unconscious biases that can inhibit objective decision making and diversity progress.
- commits to continue developing its approach to recruitment and selection of new board members, recognising that implementing a sophisticated merit principle requires consideration of candidates both in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective and with due regard for the benefits of diversity on the Board.

To be included in the Strategic Plan

Current Diversity Marker

The Board actively commits to improving the representation of women in governance and leadership.

The Board commits to achieving gender equality on the board by December 2020. Where the number of board members is uneven this may equate to slightly less or slightly more than 50%. As a step in this process, the board will ensure that at a third of the directors are female by the end of 2017.

We currently stand at 2/8 or 25%. The following table shows the number of females required to meet quotas show above. It is important to consider board terms now to achieve 2020 commitments.

Board No	8	9	10	11
End of 2017	3/8 (38%)	3/9 (33%)	4/10 (40%)	4/11 (36%)
End of 2020	4/8 (50%)	4 or 5 (44% or 56%)	5/10 (50%)	5 or 6 (45% or 55%)

To be included in latest Governance Manual

Engagement with the policy as part of Director Performance Assessment