

PZ Cussons Plc Board and Executive Leadership Team inclusion and diversity statement

May 2021

PZ Cussons Plc
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1 Purpose

- 1.1 This statement sets out the policy of the Board of Directors (the “Board”) of PZ Cussons Plc (the “Company”) on inclusion and diversity for directors and members of the Executive Leadership Team. The Board believes that achieving progress on inclusion and diversity within the Board and our Executive Leadership Team will help us deliver our strategy, grow sustainably and improve financial performance.

2 Scope and responsibility

- 2.1 This policy applies to directors and Executive Leadership Team members of the Company.
- 2.2 The Chair is responsible for the inclusion and diversity agenda of the Board.
- 2.3 The Chief Executive Officer and Chief Human Resources Officer are responsible for the inclusion and diversity agenda of the Executive Leadership Team and the wider workforce.

3 Inclusion and diversity statement and objectives

- 3.1 The Company is committed to having a Board and an Executive Leadership Team that reflect the diversity of our workforce and consumers in the countries in which we operate. The Executive Leadership Team and Board are committed to creating an inclusive work environment which encourages members from diverse backgrounds and with diverse perspectives and skills to collaborate and work together towards a common objective.
- 3.2 The Company is a signatory to the 30% Club. We believe that gender diversity is good for our business. The Company has already achieved 30% female representation on the Board and is committed to progress towards achieving 30% female representation on the Executive Leadership Team.
- 3.3 The Company supports the recommendations of the Parker Review and is committed to B.A.M.E representation on the Board within the specified timelines.
- 3.4 When evaluating candidates for the Executive Leadership Team or Board, the Company is committed to making decisions based on merit and objective criteria and the needs of the Executive Leadership Team and Board, having due regard to the benefits to the Executive Leadership Team and Board of all types of diversity, including (without limitation) diversity of age, gender, social and ethnic backgrounds, disability, sexual orientation, educational and professional backgrounds, and cognitive and personal strengths.
- 3.5 In considering recruitment for the Board or Executive Leadership Team, the Company will seek multiple perspectives and seek to reduce unconscious bias. Where external recruitment agencies are used, the Company will use agencies who have signed up to the voluntary Code of Conduct on gender diversity and best practice or who can demonstrate equivalent commitments to inclusion and diversity. The Company will aim to achieve long and short lists of candidates that reflect its diversity commitments. In respect of Board appointments, the Company will consider candidates from non-traditional corporate backgrounds, including from non-profit organisations, the public sector and academia, and/or without prior listed board experience.

4 Reporting

- 4.1 The Nomination Committee shall report annually in the corporate governance section of the Annual Report on the implementation of this statement and progress in achieving its objectives, and shall review this statement annually and recommend any revisions to the Board.