

Wickes Group Plc - Board Inclusion and Diversity Policy

Purpose and Background

This policy sets out our approach to inclusion and diversity in respect of the Board of Directors and Board Committees of Wickes Group plc.

Our unique culture has been built over time and gives us a competitive advantage. Having an inclusive and diverse culture makes commercial and business sense and it is good for our colleagues and our customers. Our ambition is to make everyone Feel At Home and be able to bring their authentic selves to work knowing their safety, happiness and wellbeing is at the heart of our thinking. Our guiding principles are:

- we are open to learning
- we stand up for change
- we're proud of each other's differences
- we want to do it right

Maximising the unique and individual qualities of our colleagues is at the heart of our business performance, delivers increased engagement, improved outputs and better financial results.

Our Board Inclusion and Diversity Policy applies to the Board only but sits alongside the Wickes Group Inclusion and Diversity Policy which applies to all Wickes colleagues.

Policy Statement

Wickes supports and recognises the importance and benefits of greater diversity throughout our business, including in relation to age, gender, ethnicity, sexual orientation, disability or educational, professional and socio-economic backgrounds.

The Board believes that a diverse Board with a range of views, insights, perspectives and opinions will improve its decision-making and is of benefit to the company's shareholders and other stakeholders. A culture of inclusion and diversity is cultivated through clear tone from the top, with the Plc and Executive Boards championing inclusion and diversity.

The selection of candidates to join the Board will continue to be made based on merit and the individual's ability to contribute to the effectiveness of the Board, which in turn will be dependent on the pool of candidates available. Appointments and succession plans will promote diversity of gender, social and ethnic backgrounds and cognitive and personal strengths.

Wickes will continue to develop a strong pipeline of diverse candidates for Board roles and for its Executive Board and will ensure it is made up of an appropriate balance of skills, experience and knowledge to effectively oversee the management of the Group in delivery of its strategy.

Diversity Targets

The Board is committed to promoting inclusion and diversity in the boardroom and aims to meet industry targets and recommendations while recognising that there may be periods when this balance is not achieved. This includes the diversity targets recommended by the FTSE Women Leaders Review and Parker Review, with targets as follows:

- female representation on the Board of at least 40%; and
- at least one of the roles of Chair, Senior Independent Director, Chief Executive Officer or Chief Financial Officer filled by a woman; and
- at least one Director from a minority ethnic background on the Board.

Succession Planning

The Nominations Committee supports the Board in applying this Policy by regularly reviewing the Board's effectiveness and composition each year and, in particular, considering the balance of skills, experience, knowledge, perspective, backgrounds and independence of the Board ahead of making recommendations to the Board for any proposed changes. It considers the benefits of all aspects of diversity, but without compromise as to the calibre of Directors, when identifying candidates for appointment.

The Nominations Committee also oversees the development of a pipeline of diverse high calibre candidates for Plc and Executive Board roles.

Recruitment Process

The Nominations Committee will only engage executive search firms who have signed up to the Voluntary Code of Conduct for Executive Search Firms and will consider candidates for Non-Executive Director appointments from a wide pool, including those with no listed company Board level experience.

Reporting

Progress against Board diversity targets will be reported in the Wickes Group plc Annual Report and Accounts along with details of how the business is promoting inclusion and diversity on the Board and across the business.

Approved by the Wickes Group plc Board on 12 March 2024