

CATALINA HOLDINGS UK LIMITED
CATALINA SERVICES UK LIMITED

AGF INSURANCE COMPANY LIMITED
CATALINA LONDON LIMITED
CATALINA WORTHING INSURANCE LIMITED

CORPORATE GOVERNANCE
DOCUMENTS

BOARD DIVERSITY POLICY

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CHANGE CONTROL

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Version Review and Approval

Version	Name	Review/Approval	Comments
1.1	CLL, KX Re, AGF Boards		

Signed:



Name: Ian Grottick

Position: UK Head of Compliance and Regulatory

Date: 25.04.18.

BOARD DIVERSITY

Objective and Scope of the Policy:

The Board Diversity Policy (“the Policy”) sets out the approach to diversity on the Boards of Directors of the Catalina UK companies (“the Boards”).

Roles and Responsibilities:

The overall responsibility for reviewing and approving the Board Diversity Policy lies with the Boards.

Policy Statement:

Catalina believes in diversity and values the benefits that diversity can bring to its boards of directors. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the organisation has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

Catalina looks to develop Boards comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on these Boards should reflect the diverse nature of the business environment in which the organisation operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender and ethnicity.

The Boards will take opportunity, as and when appropriate, further to improve diversity in its broadest sense (including skills, regional and industry experience, background, ethnicity, gender and other distinctions) as part of its Boards’ recruitment practice.

The Boards encourage Executive Management to ensure balance of diversity, including gender diversity, at senior levels within the organisation.