



North Board Diversity and Inclusion Statement

Creation Date: May 2018

Update Date:

Owner: Group General Counsel

Controls and Approvals

Document Control

Document name	North Board Diversity and Inclusion Statement
Owner	Group General Counsel
Purpose and use	As a PRA regulated firm North is required to engage a broad set of qualities and competencies when recruiting members to its governing body (i.e. the Board of Directors). This statement details North's policy for promoting diversity on the governing body and explains how it complies with the PRA's requirement. This statement is published on North's website.
Notes	
Please keep the Chief Risk Officer informed of any facts which you may consider relevant to this policy and to the duties to be performed by the risk management, internal audit, compliance or actuarial functions. This is designed to ensure the activities undertaken by our 'second line of defence' and our systems and controls remain appropriate to our business activities.	

Document History and Approvals

Revision Date	Revised by	Purpose of Revision	Owner approval	North Board approval
May 2018	Group General Counsel (GGC)	Policy approved by North Board of Directors	May 2018	May 2018



North Board Diversity and Inclusion Statement

A diverse and inclusive culture is essential to the long-term success of North and enabling us to respond to our diverse Member and wider stakeholder needs, as we create an environment that promotes dignity and respect for all. We acknowledge that advancing diversity demands commitment and action from all levels of the organisation and the Board will set the tone for inclusion and diversity across the business.

We understand the richness a diverse Board brings in providing the range of perspectives, insights and challenge needed to support good decision making. At North diversity encompasses, amongst other things, experience, skills, tenure, age, geographical expertise, professional background, gender, ethnicity, disability and sexual orientation.

North's Nominations Committee will monitor the balance of skills, knowledge, experience and diversity on the Board; leading to successful planning for appointments to the Board and the senior executive team. New appointments will be made on merit, taking into account the specific skills and experience needed to ensure a rounded Board and the diversity benefits each candidate can bring to the overall Board composition.

North's Nominations Committee shall also ensure that the Group's recruitment process facilitates North's diversity and inclusion policy.