



Board Diversity Policy

29 January 2025

Document Title:	Board Diversity Policy
Description:	External-facing policy setting out the Board of Directors' commitment to diversity
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Version	1

1. Policy Statement

- 1.1 This policy sets out the commitment of Accsys Technologies PLC (“the Company”) to promoting and maintaining diversity on the Company’s Board of Directors (“the Board”).
- 1.2 The Company’s Nomination Committee, as outlined in its Terms of Reference (“Terms”), is responsible for leading the process of Board appointments and for making recommendations to the Board. The Terms also require the Nomination Committee to oversee the development of a diverse pipeline for succession, having regard to diversity of gender, social and ethnic backgrounds, cognitive and personal strengths.

2. Who does this policy apply to?

- 2.1 This policy applies to the composition of and appointments to the Board and should be adhered to by all Board members and by anyone else within the Company who is involved in the recruitment of Board members.

3. Commitments

- 3.1 The Board recognises that a diverse Board is critical to effective governance and informed decision-making. Diversity is defined broadly to include, but not be limited to, gender, age, ethnicity, background, culture, geographical origin, disability, professional experience, skills, education, and other personal characteristics. The Board acknowledges that diversity, in all its forms, helps the Company to understand the needs of its stakeholders, fosters creativity, and improves decision-making.
- 3.2 The Board is committed to:
 - 3.2.1 Promoting diversity on the Board to ensure a broad range of perspectives and experiences are represented; and
 - 3.2.2 Continuously reviewing the composition of the Board to align with the leadership needs of the organisation.

4. Board Composition and Appointment Process

- 4.1 The Nomination Committee oversees the process for selecting and appointing new Board members. In fulfilling this responsibility, the Committee will:
 - 4.1.1 Ensure candidates are considered based on merit, while actively seeking individuals from diverse backgrounds; and

4.1.2 Take into account the Company's strategic goals, leadership needs, and the importance of fostering a diverse and balanced Board.

4.2 The Terms require the Nomination Committee to be responsible for identifying and nominating candidates from diverse backgrounds to fill Board vacancies as and when they arise.

5. Monitoring and Reporting

5.1 As set out in the Terms, board diversity is considered, among other considerations, as part of the annual board evaluation. This provides an annual opportunity to reflect during the evaluation on the diversity of the Board and whether there are opportunities for further diversity.

5.2 The Nomination Committee will review this Board Diversity Policy as appropriate to ensure it remains fit for purpose and in line with evolving best practices, and will recommend any revisions to the Board.

Approved by the Board of Directors on 29 January 2025

Signed for and on behalf of the Board:

A handwritten signature in black ink, appearing to read "Trudy Schoolenberg".

Trudy Schoolenberg
Chair