

Board Diversity and Inclusion Policy

The Board Diversity and Inclusion Policy (the “Policy”) sets out the Board of Rotork plc (the “Board”) approach to diversity and inclusion and provides a high level indication of the Board approach to diversity and inclusion in senior management roles which is governed in greater detail, through the Group’s policies.

The Board is committed to ensuring that its membership reflects diversity in its broadest sense. We believe that in order to provide a range of perspectives, insights and challenge in support of good decision making, this requires a combination of demographics, skills, experience, race, age, gender, educational and professional background, thinking and other relevant personal attributes.

New appointments are made on merit, and take into account what is required from a diversity and inclusion perspective to ensure a rounded Board and considering the diversity benefits each candidate can bring. Recruitment and selection for Board members ensures equality of opportunity for all applicants and an unbiased approach will be taken when interviewing.

The Board is committed to ensuring that its actions concerning Diversity and Inclusion are in line with the Rotork Code of Conduct and with the Values of Stronger Together, Always Innovating and Trusted Partner in all its dealings with staff, customers and all stakeholders.

Objectives on diversity are set by the Board on a regular basis and this policy is reviewed annually.

The Board is committed to the terms of the 30% Club, of which it is a member, and to the aspirations of the Hampton-Alexander objective of 33% female representation by, or as soon as possible after, the target date of 2020. The Group also notes the objectives of the Parker Review target for all FTSE 250 boards to have at least one Board member from an ethnic minority background by the target date of 2024.

The Board also places high importance on ensuring diversity in the senior management roles within the Group. This is underpinned by a range of policies within the Group to ensure unbiased recruitment, selection, career and promotion opportunities.

The Board monitors the progress on its Diversity and Inclusion objectives through a standing item on all Board agendas.