

25.07.2021

## **Diversity Improvement Goals**

SCB is dedicated to making significant diversity efforts internally. We commit to the following diversity improvement goals:

1. Board Champion: SCB will nominate a Board member or Advisor to champion our diversity efforts.
2. SCB will endeavour to have gender balance on the Board and include at least one person of colour by 2030.
3. SCB will develop medium-term succession plans that identify the balance of experience and skills SCB will need to recruit for over the next 2-3 years to maximise board effectiveness. This would include at least 30% of female candidates during the interview process.
4. SCB will endeavour to always have a minimum of 30% female broker candidates interviewed, increasing to 50% in 2025.
5. Increase employment of underrepresented minorities to create an employee population representative of the locations in which SCB operates.
6. Gender and ethnic gap analysis and improvement. SCB because of its size and locations is not required to publish diversity pay gap. In order to encourage transparency, SCB will disclose its gender and ethnic pay gap on an annual basis from 2025 onwards. SCB will endeavour to reduce its pay gap and to be below the relevant national/industry mean/median figure.  
<https://www.odi.org/gender-and-ethnicity-pay-gap-statements-2020>

All percentage targets have a 5% tolerance within any single year.