



ITV Board Diversity Policy

Our Commitment

ITV strives to ensure diversity in our on-screen programming and in our workforce, ensuring that we are relevant and accessible to all. Our people are our driving force and we run our business in a way that nurtures an engaged and inclusive workforce. This means attracting people from all backgrounds to work at and with ITV, enabling everyone to be their best at work.

We have a number of policies and network groups to support an inclusive workforce and culture

Board diversity

Our policy is to attract and retain a talented and diverse board with a mix of expertise, experience, skills and backgrounds reflecting the business environment in which we operate.

The Chair manages board diversity, regularly reviewing the composition of the Board and its Committees to ensure that they are representative of society and include directors from the widest range of backgrounds.

Policy objectives

We aim to:

- Ensure ITV has a development pipeline of high calibre senior executive candidates and encourage senior executives to obtain external board experience
- Maintain at least 40% women directors on the board over the short to medium term
- Maintain at least 10% People of Colour directors on the board over the short to medium term
- Only use search firms who have signed up to the voluntary Code of Conduct on gender diversity
- Non-executive short lists should include at least 50% women candidates, whilst also the non-executive search pool is sufficiently wide to include other types of diversity, e.g. People of Colour, Deaf Disabled and/or Neurodivergent candidates with a broad range of expertise, skills and backgrounds.

Reporting

As required by the UK Corporate Governance Code we will report on board diversity in our Annual Report and Accounts including how we are meeting our objectives to promote diversity on the board and within the wider business.

February 2025