



## **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 Chairman manages board diversity with the aim to continuously improve diversity of the board generally.

### **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 30% female directors on the board over the short to medium term
- Maintain at least 10% B.A.M.E. 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
- Ensure non-executive short lists include at least 50% female candidates
- Ensure the non-executive search pool is sufficiently wide and covers candidates from B.A.M.E. backgrounds and with a wide 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 2022