

**Bellway p.l.c.**  
**Board Diversity Policy**

**1. Scope**

- 1.1 This Policy will apply to the Board of Bellway p.l.c. from 1 August 2017.
- 1.2 This Policy does not apply to employees of Bellway Homes Limited.

**2. Policy**

- 2.1 The Board believes both corporate governance and decision-making are improved if the Board is made up of highly qualified directors from diverse backgrounds. The Board is therefore committed to making appointments on merit, against objective criteria and strongly supports boardroom diversity in all its characteristics including but not limited to age, gender, race, education and professional background and experience.

**3. Objectives**

- 3.1 The Nomination Committee (the Committee) will regularly review the structure, size and composition of the Board and will recommend to the Board any changes needed to ensure the Board continues to operate effectively.
- 3.2 Before making recommendations the Committee will:
  - 3.2.1 evaluate the balance of skills, knowledge and experience on the Board having regard to the strategic objectives of the business.
  - 3.2.2 use that evaluation to identify the capabilities required for any appointments to the Board;
  - 3.2.3 consider candidates on merit and against objective criteria, from a wide range of backgrounds, having due regard for the benefits of diversity on the Board; and
  - 3.2.4 consider using open advertising or the services of an executive search firm to facilitate the search for a Chairman or a non-executive director. When using an executive search firm, we will only use those firms who have signed up to the Voluntary Code of Conduct for Executive Search Firms.

**4. Reporting**

- 4.1 The Committee will review this Policy annually and make recommendations to the Board in relation to any changes to the Policy.
- 4.2 We will report on our compliance with this policy in the Annual Report.