



MCBRIDE PLC

BOARD DIVERSITY STATEMENT

McBride plc values diversity in its employees and will endeavour to encourage and promote diversity within its workforce. We are an equal opportunities employer and support development and coaching to ensure all employees achieve their potential.

We believe it is fundamental for the continued success of the business that the best candidates are appointed based solely upon ability, merit and the criteria and requirements of the role. This is also reflected when considering the overall composition and balance of the McBride plc Board.

Whilst the Board recognises the benefit of harnessing a range of skills, personal qualities and experience, given its relative size, we do not think it appropriate to set a specific gender diversity target for Board appointments.

However, when considering new appointments, we do actively engage with external search consultants with a view to ensuring that female candidates are included in searches undertaken and typically we engage with consultants who are signatories to the *Voluntary Code of Conduct for Executive Search Firms* to ensure that shortlists are reflective of the diverse pool of candidates available.

We seek to retain talented employees and where appropriate encourage promotion from within. In relation to gender we have a good record of appointing and promoting women to management roles.

McBride plc will continue to promote an equal opportunities culture, whilst maintaining its merit based approach to recruitment.