



ICGN Board Diversity, Equity & Inclusion Policy

March 2021

Led by investors – and bringing together companies and stakeholders around the world – ICGN advances the highest standards of corporate governance and investor stewardship in pursuit of long-term value creation contributing to sustainable economies and social prosperity. To fulfill this mission, ICGN embraces a diversity of perspectives on its Board of Governors as specified in the ICGN Global Governance Principles.

“Boards, and the workforce, should comprise a diverse group of individuals to ensure effective, equitable and inclusive decision-making in alignment with the company’s purpose and key stakeholders. This includes individuals from different genders, ethnicities, nationalities, social and economic backgrounds, and personal attributes. Boards should disclose and report against the company’s policy on diversity to the extent permitted by law which should include measurable goals and period for achievement. The report should include an explanation of how the diversity policy aligns with the company strategy and succession planning for the board and workforce.”

ICGN believes that diverse and inclusive groups make better, fairer and more resilient decisions. Further, diverse boards are more likely to advance critical efforts to reduce discrimination, systemic racism, and social inequality more broadly. We advocate for fair representation at the board level and throughout the workforce relating to gender, ethnicity, race, age, sexual orientation, physical ability, geography and economic and social backgrounds and other personal characteristics.

ICGN recognises that, among corporate boards, women and members of other groups can find themselves ignored or treated with disdain. Therefore, beyond the presence of a diverse board, ICGN also seeks to foster equity and inclusion where all members feel welcome and are given fair and equitable opportunities to contribute to the organisation. This involves internalizing and displaying at all times a set of behaviours to ensure that all Board Governors are welcomed, understood and valued. To advance these behaviours, ICGN’s annual board evaluation shall include an assessment of how the Board is performing in terms of Board composition, behaviour and culture with respect to diversity, equity and inclusion.

ICGN seeks to maintain a Board with a sufficient mix of directors with relevant knowledge, independence, competence, industry experience and diversity of perspectives to generate effective challenge, discussion, and objective decision-making in alignment with this Diversity, Equity & Inclusion Policy and in pursuit of ICGN’s corporate purpose. The Board shall ensure this policy is reflected in the Skills and Experience Matrix and that these intentions are made clear to the ICGN Nomination Committee and our Membership when seeking new candidates for board appointment.