

Board Diversity Policy

Purpose

This Board Diversity Policy (the **Policy**) sets out the approach to diversity on the Board of Directors of Tyman plc (the **Board**)

The Board is committed to reflecting diversity in its own composition, as well as the wider workforce. The Board recognises and embraces the benefits of diversity to Tyman's strategic success and strives to facilitate diversity within itself.

The Board gives due attention to the broad spectrum of diversity. Consideration is given to the combination of demographics, skills, experience, race, age, gender, educational and professional background and other relevant personal attributes on the Board to provide the range of perspectives, insights and challenge needed to support good decision making and strategic success.

Operation

New appointments to the Board are made on merit, taking account of the specific skills and experience, independence and knowledge needed to ensure a rounded Board and the diverse benefits each candidate can bring to the overall Board composition.

The Nominations Committee (the **Committee**) reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. The Committee also oversees the conduct of the annual Board evaluation process:

- In reviewing Board composition, the Committee will consider the benefits of all aspects of diversity to enable it to discharge its duties and responsibilities effectively;
- In identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board;
- When recruiting Board candidates, the Committee will only engage search firms that have signed up to the Voluntary Code of Conduct for Executive Search firms.
- As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the Committee will consider the balance of skills, experience, independence, knowledge and diversity on the Board; and
- The Committee will oversee the development of a diverse Board succession pipeline from senior management.

The Committee will discuss and agree, at least annually, all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption. At any given time, the Board may seek to improve on any aspect of its diversity and measure progress accordingly.

Diversity Targets

The Board supports the board diversity targets recommended by the FTSE Women Leaders Review on gender diversity and the Parker Review on ethnic diversity, as set out in the FCA's Listing Rules. The recommendations from these reports are reflected in the Board's current targets.

The Board's current targets are:

- at least 33% women on the Board; and
- to appoint at least one Board member from a minority ethnic background, excluding white ethnic groups in 2024.

The Board intends to maintain and build upon these targets going forward.

Governance

- This policy will be included on the Group's website.
- Progress made towards achieving the Group's objectives on diversity and inclusion will be disclosed in the Company's Annual Report.
- The Board will keep this Policy under review to ensure its effectiveness and alignment with best practice and the requirements of the Listing Rules, UK Corporate Governance Code and any other relevant legislation and/or regulation.

Approved by the Board 15 November 2023