

Company policy statement

Diversity and inclusion policy

2023

Vistry Group believes that a diverse and inclusive culture is essential to the long-term success of the Group enabling us to be proactive in addressing our diverse customer and wider stakeholder needs. This is reflected in our diversity and inclusion policy, which applies to the Board and Company as a whole.

Vistry Group is committed to the principle of equal opportunities in employment as a long standing feature of its personnel policies and procedures. The Company appreciates that while much can be achieved by the development of legal measures, real progress can only be made by practical day-to-day commitment to promote equal opportunity at all levels, but most particularly in the workplace.

We understand the richness a diverse Board brings in providing the range of perspectives, insights and challenge needed to support good decision making. At Vistry Group diversity encompasses, amongst other things, experience, skills, tenure, age, geographical expertise, professional background, gender, ethnicity, disability and sexual orientation. As the Board sets the tone for inclusion and diversity across the business we believe in having a diverse leadership team and an open and inclusive leadership culture.

The Nomination Committee monitors the balance of skills, knowledge, experience and diversity on the Board; leads succession planning for appointments to the Board and the senior executive team; and oversees the talent development and pipeline for executive succession. There are regular reviews of the skills, experience, and composition of the Board and as part of that, consideration of the balance of skills, experience, independence and knowledge of the Company and the diversity representation on the Board.

The Board places a high emphasis on ensuring the development of diversity in senior management roles across the Company in support of the FTSE Women Leaders and Parker Review recommendations. We support various internal initiatives, such as the Leadership Development Programme, hiring of diverse external senior managers and internal promotion activity, specific Diversity and inclusion related events, reviewing and monitoring progress of the gender pay gap results and also review and monitor the Vistry Group diversity and inclusion strategy.

We believe that diversity includes and extends beyond gender and encourage initiatives that promote broader inclusive diversity both at a Board level and across Vistry Group, in line with our core values..

The Company considers that it has a key role to play as a major employer and it is in the best interests of the Company, its management and all employees that talent and resources are used to the full.

The policy is based upon the Company's active opposition to any form of less favourable treatment accorded to employees or job applicants on the grounds of race, creed, colour, nationality, ethnic or national origins, religion, gender, gender reassignment, pregnancy or maternity, marital status, age, disability or sexual orientation. The Company aims to ensure that individuals are selected, promoted and treated on the basis of their relevant aptitudes, skills and abilities.

Our aim is to build and sustain an inclusive culture and diverse workforce at Vistry Group. This policy reflects our approach to achieving a similarly diverse and inclusive Board of Directors. All Vistry Group employees are expected to comply with the provisions of the Group's People Policies.

This policy extends these provisions to the Board and will capture the requirements of the UK Corporate Governance Code (as amended by the FRC from time to time). This policy also reflects the FTSE Women Leaders and Parker Review recommendations for FTSE 250 companies.

The Board believes that increasing diversity at Board level and across the company is an important part of achieving its strategic objectives and to attract and retain the best people. When considering candidates, the Nomination Committee (**Committee**), on behalf of the Board, will take into account factors such as; professional experience, skills, education, industry knowledge and gender.

The Board will ensure that it is made up of an appropriate mix of skills, experience and knowledge required to effectively oversee and support the management of the Company. With regard to gender diversity the Board will look to maintain a balance so that, women are well represented, provided that this is consistent with the prevailing skills and diversity requirements of the Company as and when seeking to appoint a new Director to the Board. It is recognised that there will be periods of change on the Board and that this number may be smaller for periods of time while the Board is refreshed, however, it is our longer term intention to maintain this balance.

The Board will also support and monitor Group activities to increase the percentage of senior management roles held by women and other underrepresented groups across the Company, in support of the FTSE Women Leaders and Parker Review recommendations and Company policy. These activities include ensuring that appointments and succession plans are based on merit and objective criteria and, within that context, promote diversity of gender, social and ethnic backgrounds, cognitive and personal strengths. There is also continued emphasis on apprentice and trainee recruitment to support this objective long term.

There is also continued emphasis on apprentice and trainee recruitment to support this objective long term. Reviewing and monitoring progress with the gender pay gap results is also an area of key interest. When recruiting Board candidates the Committee will instruct search consultants to identify female candidates who meet the skills and experience brief.

The Committee will keep this policy under review to ensure its effectiveness and alignment with best practice and the requirements of the UK Corporate Governance Code and any relevant legislation.



Greg Fitzgerald
Chief Executive
January 2023