

Metro Bank Board Diversity Policy

The inclusive approach at Metro Bank promotes diversity and encourages our people to be their best at work, for our customers and for each other. Our colleagues represent the communities we serve and the locations where we're based. We know that our supportive culture is one of the reasons we attract, retain and develop our fantastic colleagues who create FANS.

Our inclusive culture is key to our business model so this formal policy sets out our commitment to diversity and inclusion for the Board also. We know that a diverse Board, appointed on merit, with a broad range of skills, backgrounds, knowledge and experience, will be a more effective and responsible Board. It is also important for the Board to be seen to lead the way with promoting diversity and inclusion and role model the importance to the rest of the Bank.

Measurable Objectives

The Nomination Committee will discuss and agree 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 one or more aspects of its diversity and measure progress accordingly.

The Board ensures that its membership reflects diversity in its broadest sense. We will increase the diversity of our Board over the medium to long term across a range of diversity strands by:

- considering candidates for appointment as non-executive directors from a wide and diverse pool, which include a combination of skills, experience, ethnicity, age, gender, social, educational and professional background and other relevant personal attributes such as cognitive and personal strengths to provide the range of perspectives, insights and challenge needed to support good decision making;
- to improve the Board's female representation on the Board to 40% as per the FCA's Policy Statement PS22/3;
- ensuring that at least one of the senior board positions (Chair, Chief Executive Officer, Chief Financial Officer, or Senior Independent Director) should be held by a female;
- ensuring the Board's ethnic diversity meets and maintains a minimum of one Director from an ethnic minority background;
- ensuring that the diversity of the Board's committees is considered for all committee appointments;
- only engaging executive search firms who are committed to sourcing diverse candidates and who have signed up to the voluntary Code of Conduct on gender diversity and best practice;
- reporting annually against our objectives and other initiatives taking place within the Bank which promote diversity; and
- reporting annually on the outcome of the board evaluation including the composition, structure and diversity of the Board.

The Board also places high emphasis on promoting and improving diversity across the organisation and specifically in senior leadership roles.