

VICTREX PLC BOARD DIVERSITY POLICY

Approved by the Board on 18 September 2019

This document sets out the policy of Victrex plc (**Company**) in respect of Board diversity. The Company and its subsidiary companies (**Group**) are committed to diversity, inclusive practices and equality of opportunity amongst its employees and its Board members.

Diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socioeconomic status, physical and mental ability, thinking style, experience and education.

The Company acknowledges the value of diversity in its widest sense and its contribution towards effective Board operations and decisions. At the same time, the Company recognises the challenges associated with achieving diversity on the Board due to social, sectoral and other factors, outside its control.

The Group operates a global diversity and equal opportunities policy which is reviewed each year and provides the framework for productive working relationships.

Taking account of its changing strategic needs, the Board will ensure:

1. it and its Committees have the appropriate balance, composition and mix of skills, experience, independence and knowledge to ensure their continued effectiveness, having regard to recommended diversity targets;
2. a pipeline is maintained promoting diversity for succession to the Board and senior management positions;
3. only executive search consultants who have signed up to the voluntary code of conduct for executive search firms on gender diversity on corporate boards are engaged when seeking appointments to the Board so that the selection processes provide access to a diverse range of candidates;
4. appointments to the Board are made on the basis of merit, with regard for suitability for the role, board balance and composition and the required mix of skills, background and experience – diversity will be a consideration;
5. policies adopted by the Group promote diversity in the broadest sense;
6. adequate and appropriate disclosure of:
 - a. this Policy and diversity initiatives the Group has in place and the steps it is taking to promote diversity at Board level and across the Company including a description of progress made;
 - b. the composition and structure of the Board;
 - c. the gender balance of those in senior management and their direct reports; and
 - d. the process for appointments to the Board;
7. this Policy is reviewed from time to time to monitor progress being made to assess its effectiveness.

The Board of Directors

Victrex plc