

Catalina Re

Board Diversity Policy

01 February 2023

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1. Summary and Status

Document Name	Board Diversity Policy
Company	Catalina Holdings UK Ltd Catalina Services UK Ltd Catalina Worthing Insurance Ltd (“Catalina UK”)
Purpose	This Policy summarises the approach to be taken by Catalina UK towards how it ensures diversity for the Board.
Document Owner	UK Head of Compliance
Status	Live
Inception Date	25 April 2018
Review Date	03 February 2025
Related Documents	i. Group Code of Conduct; ii. UK Diversity and Inclusion Policy; iii. UK Staff Handbook
Additional Information	

2. Version Control

Version	Reason	Version author	Date
1.1	Original Policy	Ian Grottick	13 February 2018
1.2	Update to align with UK Diversity and Inclusion Policy and S.166 review	Philip Parsons	15 June 2020
1.2	Planned review, no changes are required	Philip Parsons	24 November 2021
1.3	Planned review, minor changes with removal of CLL and AGF	Philip Parsons	3 February 2023

3. Version Approval

Version	Approved / Enacted by	Date:
1.1	Catalina UK boards	25 April 2018
1.2	Catalina UK Boards	10 November 2020
1.3	Catalina UK Boards.	February 2023

4. Objective and Scope of the Policy

The Board Diversity Policy (“the Policy”) sets out the approach to diversity on the Boards of Directors of Catalina UK (“the Boards”).

Catalina UK believes in diversity and values the benefits that diversity can bring to its boards of directors. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the organisation has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

Catalina UK looks to develop Boards comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on these Boards should reflect the diverse nature of the business environment in which the organisation operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender and ethnicity.

The Boards will take the opportunity, as and when appropriate, further to improve diversity in its broadest sense (including skills, regional and industry experience, background, ethnicity, gender and other distinctions) as part of its Boards’ recruitment practice.

5. Diversity and Inclusion across Catalina UK

The Boards also encourages Executive Management to ensure balance of diversity, including gender diversity, at senior levels within the organisation as well as for all employees. Catalina UK has adopted a Diversity and Inclusion Policy and recognizes the benefits that diversity and inclusion can bring to its ongoing success.

Catalina UK as a whole is committed to providing equality of opportunity and a supportive and inclusive culture, where we recruit, develop and retain the most talented individuals, regardless of their background. Employees will be respected, treated fairly and consistently, and encouraged to reach their full potential, develop and utilise their talents to the full, uninhibited by fear of prejudice or harassment.