
BOARD DIVERSITY POLICY

(Amended 23 May 2017)

United Utilities Group PLC (UUG) and its subsidiary companies are committed to diversity and practising equality of opportunity amongst all of its employees and its board directors, including both executive and non-executive roles.

The Board of UUG will:

1. Ensure that the selection processes for board candidates facilitates an approach that will provide access to a diverse range of candidates. Any such appointments will be made on merit, but with due regard for the benefits of diversity on the Board, including gender.
2. Ensure that the policies adopted by the group will over time promote gender diversity among senior managers who will in turn aspire to a Board position.
3. Adopt measurable objectives from time to time for achieving gender diversity at Board level – which shall be to maintain at least 25%, and aspire to 33% female representation by 2020.
4. Disclose in the Annual Report the following data – proportion/number of women on the board, the proportion/number of women in senior executive positions and the number/proportion of female employees in UU.
5. In selecting candidates for Board positions, only use the services of those executive search firms who have signed up to the Voluntary Code of Conduct for Executive Search Firms as recommended by the Davies Report.
6. Review this policy from time to time and monitor the progress being made with the measurable objectives.
7. Disclose this policy and the progress in achieving its objectives in the Annual Report.

