
BOARD DIVERSITY POLICY

(Amended 30 April 2019)

United Utilities Group PLC (UUG) and its subsidiary companies are committed to diversity and practising equality of opportunity amongst its employees and its Board members. The Board recognises the benefit and value of diversity and its contribution towards the effectiveness of the board decision making process.

The Board of UUG will:

1. Ensure that the selection processes for Board appointments facilitates an approach that will provide access to a diverse range of candidates. Any such appointments will be made on merit and objective criteria, and within this context, should promote diversity of gender, social and ethnic backgrounds, cognitive and personal strengths.
2. Ensure that the policies adopted by the group will promote diversity in the broadest sense among senior managers who will in turn aspire to a Board position.
3. Adopt measurable objectives from time to time for achieving diversity at Board level – which shall be to maintain at least 25%, and aspire to 33% female representation by 2020 and to have at least one director of non-white ethnicity by 2021.
4. Disclose in the Annual Report the gender balance of those in senior management and their direct reports.
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.