

Board Diversity Policy

We aspire to be a business that at all levels represents wider society and echoes the diversity of our local and regional communities. We aim to have an inclusive culture where differences are embraced and valued so that everyone at Taylor Wimpey can be their authentic selves and do their best work.


The Board Diversity Policy (the “Policy”) sets out the Board of Taylor Wimpey plc’s (the “Board”) approach to diversity and is applicable to the Board and its Committees (specifically the Audit Committee, Remuneration Committee and Nomination and Governance Committee). It also supports our wider approach to diversity across the business which is governed in greater detail by our [Equality, Diversity and Inclusivity Policy](#), which applies to all employees, agency workers, self-employed contractors, casual workers, operatives and job applicants.

The Nomination and Governance Committee is responsible for regularly reviewing the structure, size, diversity and composition of the Board (including the skills, knowledge and experience) and making recommendations to the Board with regard to any changes. New appointments to the Board and succession plans are based on merit and objective criteria. A key consideration is to ensure the Board’s membership, and the membership of its Committees, reflects diversity in its broadest sense including, but not limited to, sex, gender reassignment, ethnicity, religion or belief, disability, sexual orientation, age, pregnancy and maternity, marital status, educational and professional background. The Board recognises the benefits that diversity brings and the importance of having the correct balance of perspectives, insights and challenge to ensure good decision making, oversight and support for senior management.

In identifying suitable candidates to appoint to the Board, the Nomination and Governance Committee will use the services of an external executive search consultant who will be required to have signed up to the voluntary code of conduct for executive search firms on gender diversity. The executive search consultants will receive a brief from the Nomination and Governance Committee to consider candidates from a wide range of backgrounds and to produce a long list of candidates that reflects diversity in the widest sense.

The Board fully supports the recommendations and targets set out in the FTSE Women Leaders Review (formerly Hampton-Alexander Review) on gender diversity, the Parker Review on ethnic diversity and more generally the Listing Rules. At the time of approving this Policy, 44% of Directors were women and there was one Director of colour (as defined by the Parker Review).

The Nomination and Governance Committee will report annually in the corporate governance section of the Annual Report and Accounts on the implementation of this Policy and other matters, as required by the UK Corporate Governance Code and the Listing Rules.

The Board of Taylor Wimpey plc will monitor the effectiveness of this Policy and will review the Policy on a regular basis and at least every two years			
Approved by		CEO, Taylor Wimpey plc	Feb 2024