

Premier Foods plc

Board Diversity Policy

About this policy

The purpose of this Board Diversity Policy is to ensure an inclusive and diverse membership of the Board of directors of Premier Foods plc ("Premier Foods" or, together with its subsidiaries, the "Group"), to enhance decision-making and assist in the development and delivery of the Group's strategy, which promotes the success of Premier Foods for the benefit of its shareholders as a whole, having regard to the interests of other stakeholders.

Who this policy applies to

This policy applies to the Board of Premier Foods plc. For anyone below Board level, refer to the Group Inclusion & Diversity Policy.

Responsibility for this policy

The Board and Nomination Committee are responsible for the implementation and delivery of this Policy. The Nomination Committee regularly reviews and assesses Board composition, on behalf of the Board, and recommends to the Board the appointment of new directors.

Policy

Policy Statement

Inclusion and diversity is one of the core principles of Premier Food's People strategy which forms part of the "Enriching Life Plan", launched in October 2021. Premier Foods is committed to creating an inclusive culture across its whole organisation, where everyone is welcome and able to thrive. The Company aims to ensure all existing and potential colleagues are provided with equal opportunity and are respected, valued and encouraged to bring their true authentic selves to work.

The Board believes it is important that membership of the Board includes a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure, ethnicity and diversity of thought.

A diverse Board with a range of views, insights, perspectives and opinions will improve its decision-making and be of benefit to the Group's shareholders and other stakeholders.

A culture of inclusion and diversity is promoted through a clear tone from the top, with the Board and Executive Leadership Team championing inclusion and diversity in support of the Group's values.

The Board supports the recommendations set out in the FTSE Women Leaders Review on gender diversity, the Parker Review on ethnic diversity, and the resulting requirements on Board diversity within the Listing Rules. The Board recognises that, although there may be times when the gender and ethnic diversity proportions fall below these requirements, due to tenure limits and succession timing, these are the Board's long-term intentions.

The Board, or where appropriate, the Nomination Committee, will:

- Consider all aspects of diversity when reviewing the composition of the Board and when reviewing the Board's effectiveness.
- Only engage executive search firms who have signed up to the voluntary Code of Conduct on diversity and best practice and request them to identify suitable candidates for appointment to the Board on merit against objective criteria having regard to the benefits of diversity in promoting the success of the Group.
- Encourage the development of a diverse internal talent pipeline to meet future succession planning needs of the Group by supporting and monitoring the Group's actions to increase the proportion of senior leadership roles held by women, people from ethnic minority backgrounds and other under-represented groups across the business.
- Assist the development of a diverse pipeline of high-calibre candidates by encouraging senior individuals within the business to take on additional roles to gain valuable board experience.

Reporting

The Board, or where appropriate the Nomination Committee, will report via the Group's website and in the corporate governance section of the Annual Report on the implementation of the Board Diversity Policy and review the Board Diversity Policy on a periodic basis.

May 2025