

## Irwell Diversity Statement

- Irwell Insurance is committed to a diverse and inclusive workplace
- As such, Irwell's Board have adopted diversity policies to ensure that the Board reflects diversity in its broadest sense possible, considering the size of the company and its stage of development. The Board believes that a range of skills, experiences, qualifications, and backgrounds provide a mix of perspectives and diversity of thought to guide the business, overcome challenges, improve business performance and support good decision making.
- The mix of skills and experience held by the Board collectively will be considered within the context of the company's evolving business needs. A broad set of qualities and competencies will be sought for all new board appointments which will include the qualifications, experience and competencies required by the particular role as well as those required to complement the existing Board.
- Appointments will be made on merit with due regard for the benefits of Board diversity being taken fully into account.