



## PEMBROKE MANAGING AGENCY

### Diversity Policy Statement

The Board and leadership of Pembroke Managing Agency Limited ("PMAL") always strive to make sure that all of our employees can expect to work within a fair, collaborative and goal-oriented environment. This is with the aim of operating a successful, sustainable business while delivering an engaging, rewarding, developmental and ultimately enjoyable set of career or customer experiences for all concerned.

Albeit relatively small in number, the workforce at PMAL is comprised of 35% female and 65% male employees overall. At the functional and executive leadership level, the population comprises 15% female and 85% male employees. At the Board level, there is currently (end 2017) no female representation.

These figures, when examined in light of the recommendations of recent research on Diversity (for example, reviews by Davies, Parker and Hampton-Alexander) demonstrate that the PMAL Board might do more to promote gender diversity in particular.

The Board is sympathetic to the objective of increasing the range of useful diversity within the business. Whilst it has not adopted targets for gender diversity, or indeed other types of diversity, the Board will seek to take advantage of opportunities for greater female representation as those opportunities reasonably present themselves and as far as it is possible, as the Board of a group subsidiary, to fully control membership thereon.

To create and take advantage of the aforementioned opportunities, the Chair of the Nominations Committee will ensure that selection processes for Directors, whether executive or non-executive, particularly address the need to consider female candidates. The same is true for senior appointments within the business from which it is foreseeable our future leaders and board members could be appointed.

These actions are designed to allow the Board of PMAL and its delegates to keep the matter of Gender Diversity firmly in focus. As such we will be well placed to leverage Gender Diversity in order to further enhance the value of our brand within our market and for current and prospective employees.

The Directors approved the above statement on 7 May 2018.

#### **Pembroke Managing Agency Ltd**

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