



## **British Olympic Foundation**

### **Board Diversity Policy**

The Board Diversity Policy (the "Policy") sets out the British Olympic Foundation's (the "Board") approach to diversity and provides a high level indication of the Board's approach to diversity in senior management roles which is governed in greater detail, through the Foundation's policies.

The Board places great emphasis on ensuring that its Trustees reflect diversity in its broadest sense. A combination of demographics, skills, experience, race, age, gender, educational and professional background and other relevant personal attributes on the Board is important in providing a range of perspectives, insights and challenge needed to support good decision making.

New appointments are made on merit, taking account of the specific skills and experience, independence and knowledge needed to ensure a rounded Board and the diversity benefits each candidate can bring to the overall Board composition.

Objectives for achieving Board diversity, as per the Code for Sports Governance, may be set on a regular basis. On gender diversity the Board adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its Board; and demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity, and disability.

This policy will be review annually and updated accordingly.