



Greencore Group plc

Board Diversity Policy

Greencore Group plc (the 'Group' or the 'Company') is committed to maintaining a diverse and inclusive workforce at all levels across the Group.

The Board of Directors of Greencore Group plc (the 'Board') recognises and places great emphasis on the principle and benefits of diversity. The Board is committed to ensuring that its composition is diverse and balanced.

All Board appointments will be made on merit against objective criteria, in the context of the overall balance of skills, experience, expertise and backgrounds that the Board needs to remain effective.

When carrying out its duty of reviewing the Board composition, including when considering new Board candidates, the Nomination & Governance Committee (the 'Committee') will give due regard to diversity, including ethnic and social diversity as well as diversity of gender, backgrounds, and cognitive and personal strengths.

The Board is fully supportive of the recommendations of the Hampton-Alexander Review and the Parker Review in respect of both gender and ethnic diversity. The Board aims to maintain Board representation of at least 33% gender diversity. Furthermore, the Board intends to ensure that there will be at least one Director from an ethnic minority on the Board. The Board is cognisant of the fact that as the Board goes through phases of its Board Refreshment and Succession Planning, there may, from time to time, be interim periods when the aforementioned is not achieved.

The Committee will monitor progress and report annually in the Company's Annual Report on the Board's approach to diversity and the process used in relation to any Board appointments. The report may include a summary of this Board Diversity Policy.

The Board Diversity Policy has the full support of the Chairman and the Board of Directors and should be read in conjunction with the Group Diversity and Inclusion Policy which is available at www.greencore.com.

Approved September 2018

Reviewed and Updated September 2019 and January 2021

Reviewed July 2022