

Board Diversity and Inclusion Policy

Rotork is committed to nurturing an inclusive and respectful culture where our people can be themselves at work, feel they belong and deliver at their best. We continue to drive our commitment to diversity and inclusion and build this into the way we work. Our value of “Stronger Together” reinforces our commitment to welcoming diversity and difference.

- 1) The Board Diversity and Inclusion Policy (the “Policy”) sets out the Board of Rotork plc (the “Board”) approach to diversity and inclusion for the Board of Directors and for senior management roles. All Rotork colleagues are expected to comply with the Group’s People policies including our Code of Conduct, Respect at Work and Equal Opportunities Policies and this policy extends these provisions to the Board.
- 2) The Board is committed to ensuring that its membership reflects diversity in its broadest sense. We believe that in order to provide a range of perspectives, insights and challenge in support of good decision making and to enable achievement of its strategic objectives, this requires a combination of skills, experience, race, age, gender, educational and professional background, thinking and other relevant personal attributes.
- 3) When making new appointments the Board considers what is required from a diversity and inclusion perspective to ensure a rounded Board and the benefits each candidate can bring. In particular, the Board ensures “long lists” reflect the Boards’ diversity commitments in respect of gender and ethnicity and consider candidates for Non-Executive Director appointments from a wider pool, including those with little or no previous FTSE Board experience. When recruiting Board candidates, the Committee will only engage search firms that have signed up to the Voluntary Code of Conduct for Executive Search Firms.
- 4) The Board is committed to ensuring that its actions concerning diversity and inclusion are in line with the Rotork Code of Conduct and with the Values of Stronger Together, Always Innovating and Trusted Partner in all its dealings including with colleagues, customers and other stakeholders.
- 5) The Board notes the terms of the 30% Club, of which it is a member and the recommendations set out by the FTSE Women Leaders Review (formerly Hampton Alexander review). The Board composition effective 28th April 2023 is 50% female. The Group also notes the requirements for female representation within the Chair,

SID and Executive Board roles and meets this requirement. The Group already meets the objectives of the Parker Review for at least one ethnic diverse Board member by 2024 with 25% of the Board ethnically diverse.

- 6) The Board also recognises its role in driving diversity and inclusion across the organisation and places high importance on ensuring diversity in senior management within the Group. This includes through hiring, internal promotion activity and through developing a diverse pipeline. Our early careers programme supports the delivery of our long-term objective to increase the percentage of senior management roles held by women and other under-represented groups and we target a minimum of 50% diverse representation on these programmes. Our aims are underpinned by a range of policies within the Group to ensure unbiased recruitment, selection, career and promotion opportunities.
- 7) Rotork's sustainability framework has been developed around our priority sustainability topics and the associated UN Sustainable Development Goals (SDGs). These include Gender Equality and Decent Work and Economic Growth (through our Fair Pay Framework) which together form our Making a Positive Social Impact pillar.
- 8) The Board ensures that as well as meeting its Gender Pay Reporting obligations, it also publicly declares Ethnicity Pay Reporting figures.
- 9) Progress is monitored by the Board through Nominations Committee and Board agenda items and is built into the assessment of executive performance and their remuneration. This progress is disclosed in the Company's annual report. This Policy will be published on the Group's website and will be reviewed annually to ensure it continues to be effective and aligned with best practice and the requirements of the UK Corporate Governance Code and any other relevant legislation and/or regulation.