

## *Board Diversity Policy*

*TABLE OF CONTENTS*

**1. Introduction.....3**

**2. Scope.....3**

**3. Overall Policy .....3**

**4. Review .....3**

**5. Document Versions .....3**

**1. INTRODUCTION**

This Policy is designed to promote diversity among board members.

**2. SCOPE**

This Policy applies to RiverStone Holdings Limited (“RHL”) and all its regulated subsidiaries (collectively “RiverStone”), which are RiverStone Insurance (UK) Limited (“RIUK”), RiverStone Insurance Limited (“RIL”), RiverStone Managing Agency Limited (“RSMA”) and RiverStone Management Limited (“RSML”). It has been approved by their respective Boards.

**3. OVERALL POLICY**

We aspire to maintain Boards in which a diverse range of skills, knowledge and experiences are combined in an environment which values the input of every director. Due regard will therefore be given to this when identifying and selecting candidates for Board appointments. We strive for Boards which reflect diversity in the broadest sense to embrace different perspectives and dynamics without compromising on the calibre of individual directors. We believe that such an environment is vital to ensuring we achieve our goals as a business and a broad strategic perspective.

RiverStone will always be mindful of the benefits of diversity and will actively consider diversity when attracting and securing talented individuals to help us deliver our objectives.

**4. REVIEW**

This policy will be reviewed and assessed periodically but at least every two years by the Head of Compliance to ensure that it remains appropriate and reflects any legal or regulatory developments and/or changes in business processes.

The Compliance Department maintains oversight of the overall documentation process.

**5. DOCUMENT VERSIONS**

DATE	VER	STATUS	AUTHOR	REASON FOR CHANGE
12/02/2018	0.1	Draft	Jamie Stacey	Initial draft, reviewed by LRT ready for board approval
06/03/2018	1.0	Approved	Jamie Stacey	Reviewed and approved by RIL, RIUK, RSMA, RSML & RHL Boards