



DFS Furniture PLC

Board Diversity Policy

DFS Furniture PLC (“DFS”) believes in diversity and values the benefits that diversity can bring to its board of directors (the “Board”). Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and ensures that DFS has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

DFS is committed to maintaining a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination and to promoting diversity throughout its organisation. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity. In particular, the Board should include an appropriate number of female directors.

It is key to us to nurture high-potential and high-performing candidates in less senior management roles, to ensure progression occurs. In this regard, the Board is committed to increasing the pipeline of diverse talent within the organisation and increasing diversity overall and regularly reviews management succession and talent plans. The DFS Diversity Steering Committee will report to the Board on its progress in this area annually.

The Board Nomination Committee (“the Committee”) reviews and assesses Board composition on behalf of the Board and recommends appointments of new Directors. The Committee also oversees the evaluation of the performance and effectiveness of the Board. As part of this evaluation, the Committee will consider the balance of skills, experience, independence and knowledge of the Board and its diverse composition. The Committee will report annually, in the corporate governance section of the company’s Annual Report.

Ian Durant

Chairman