

DIVERSITY POLICY

1. The board of South East Water acknowledges the benefits a diverse board can bring to the stewardship of the Company and that a mix of backgrounds and experience enhances the quality of its deliberations and decisions.
2. In considering the size and composition of the board the Chairman will ensure that at all times the board membership will be sufficiently diverse and reflect a broad range of skills, knowledge and experience to enable it to meet its responsibilities.
3. The board is conscious of the need for and benefits of diversity. Where an executive search firm is used by the Company for the appointment of directors the Company will only use the services of a firm who have signed up to the Voluntary Code of Conduct for Executive Search Firms as recommended by the Davies Report.
4. In compliance with the Company's Respect and Fairness at Work Policy applicants for directorships will be treated fairly regardless of their gender, sexual orientation, race, marital status, ethnic origin, age, religion or whether they are pregnant or have a disability.
5. This policy will be reviewed annually.