

Vesuvius plc

Board Diversity Policy

1. Purpose

This policy sets out the approach to diversity in respect of the Board of Directors of Vesuvius plc. The Policy is intended to assist the Board, through the work of the Nomination Committee, in creating and maintaining optimum Board and Committee composition. Vesuvius' wider commitment to inclusion and diversity is detailed in the Vesuvius Diversity Policy.

2. Policy Statement

Vesuvius plc recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture that will provide sustainability for the organisation into the future.

3. Policy Objectives

The Nomination Committee will focus on ensuring that it, the Board and the Board's other Committees, have the appropriate range of diversity, skills, experience, independence and knowledge of the Company to enable them to discharge their duties and responsibilities effectively.

The Nomination Committee will ensure that all appointments to the Board are based on merit with each candidate assessed against objective criteria focused on the skills, experience and knowledge required of the position, and with due regard to the benefits of diversity on the Board.

The Nomination Committee will engage with Executive Search firms in a manner which ensures that opportunities are taken for a diverse range of candidates to be considered for appointment. This will include ensuring that the Committee only uses search firms that are signed up to the Voluntary Code of Conduct for Executive Search Firms.

The Nomination Committee supports senior management efforts to increase diversity in the senior management pipeline to facilitate succession planning towards executive Board positions.

With respect to the representation of women on the Board, highlighted by the Hampton-Alexander review, the Board is supportive of the initiative to increase the proportion of women on the boards of FTSE 350 companies. Vesuvius aims to maintain a Board comprising at least 33% female membership, while continuing to appoint candidates based on merit and recognising that over time the proportion of female Directors will fluctuate naturally as Board members retire and new Directors are appointed.

4. Monitoring and Reporting

This policy and progress in enhancing Board diversity will be reviewed annually.

The Nomination Committee is responsible for the implementation of this policy and for monitoring progress.

A summary of this policy and Board diversity will be disclosed in the Annual Report & Accounts.