



PLAN INTERNATIONAL CANADA BOARD DIVERSITY AND INCLUSION POLICY

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Business Owner	Board of Directors
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Approval Body	Governance and Nominating Committee (GNC) Board of Directors
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Review Date	This Policy shall be reviewed as deemed appropriate but no less frequently than 3 years following the last date of approval.

BOARD DIVERSITY AND INCLUSION POLICY

Plan International Canada values the benefits that diversity and inclusion can bring to its Board of Directors. Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making and governance. Diversity on the Board also demonstrates our commitment to diversity at all levels within Plan International Canada.

Plan International Canada is also committed to fostering an inclusive culture based on merit and free of conscious or unconscious bias.

At all times, Plan International Canada seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of our business and the nature of the environment in which we operate. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, Plan International Canada will consider candidates using objective criteria having due regard to the benefits of diversity and the needs of the Board. For the purposes of this Policy, diversity includes: age, race, culture and ethnicity, gender, gender identity and expression, religious beliefs, diverse ability, sexual orientation, national geographic diversity (representative of our Canadian donors), and socio-economic status.

The Board also seeks to maintain diversity in the membership of its Committees and in Board leadership roles and will consider diversity when assigning Chair roles for the Board and its Committees.

With a view to enhancing Board diversity, the Board has adopted the following practices:

- When recruiting new candidates for director positions, search protocols will extend beyond the networks of existing Board members and will include the identification of diverse candidates.
- Any search firm engaged to help identify candidates for appointment to the Board will be specifically directed to include diverse candidates.
- The Board will ensure that any list of potential director candidates includes diverse candidates.
- Board members will be educated about this Policy and its rationale.
- The Board will develop an orientation and mentoring process to ensure that all new directors are welcome and supported.

Plan International Canada believes promotion of diversity is best served through careful consideration of all of the knowledge, experience, skills and backgrounds of each individual candidate for director in light of the needs of the Board without focusing on a single diversity characteristic and, accordingly, has not adopted specific Board diversity goals.

Annually, the Board's Governance & Nominating Committee (GNC) will assess the effectiveness of this Policy in promoting a diverse Board and recommend as required amendments to the Board for approval.