



## **Thrombosis Ireland CLG Diversity Policy**

The board of Thrombosis Ireland CLG (“Thrombosis Ireland”) recognises the value of appointing individual directors who bring a variety of opinions, perspectives, skills and backgrounds to its discussions and decision-making processes.

Having a board with diverse membership is an important objective for the company and in selecting candidates the board’s policy is to consider candidates from a variety of backgrounds without discrimination as to gender, race, religion, sexual orientation, disability, age or other factors.

An overriding principle of all appointments to the board is that appointments will be based on merit and on the suitability of the candidates to the particular role being filled, having regard to ensuring the appropriate range and balance of skills and experience on the board. Subject to this overriding principle, the board will have regard to the need to consider candidates from different backgrounds.

As part of the annual review of effectiveness of the board, board committees and individual directors, the board will consider the balance of skills, experience, knowledge of the charity and of the areas in which it operates, independence and the diversity representation of the board.

The identification and recommendation of suitable candidates for appointment to the board are the responsibility of the board, and will have due regard to the company’s diversity policy and to the assessment of the board of the appropriate mix of skills, experience, knowledge and independence which should be represented on the board.