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# Safestore Holdings Plc (Safestore)

## Board Diversity Policy

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### Purpose

The purpose of this Board Diversity Policy is to ensure an inclusive and diverse membership of the Board of Safestore, bringing a range of perspectives and insights, supporting good decision making and maintaining business competitive advantage. Safestore recognises the Board's role in leading a culture where colleagues feel confident to bring their full unique selves to work. The Board further supports Safestore's Diversity and Inclusion Strategy, which is published on our website.

This Board Diversity Policy is applicable to the Board only but sits alongside Safestore's Code of Conduct and Safestore's Equality, Diversity and Inclusion Policy, which set out our broader commitment to diversity and inclusion.

Other details of Safestore's practices and initiatives in relation to diversity and inclusion are disclosed in the Company's annual report.

### Diversity Objectives

The Board is committed to ensuring that:

- a) The Board is made up of an appropriate range of skills, experience, knowledge, and backgrounds. We consider all aspects of diversity, including age, gender, gender identity, sexual orientation, ethnicity, neurodiversity, and socio-economic background, when reviewing the composition and balance of the Board, and will seek opportunities to drive a more diverse pipeline.
- b) A minimum of 40% of the Board are women.
- c) At least one of the senior board positions (Chair, Chief Executive Officer (CEO), Chief Financial Officer (CFO) or Senior Independent Director (SID)) is a woman.
- d) At least one Director is from a minority ethnic background.
- e) while recognising that periods of change in Board composition may result in temporary periods when this balance is not achieved.
- f) The Board supports the recommendations set out in the FTSE Women Leaders Review on gender diversity and the Parker Review on ethnic diversity.
- g) The Board supports and monitors management's actions to increase the proportion of senior leadership roles held by women, people from ethnic minority backgrounds and other under-represented groups across Safestore in support of the FTSE Women Leaders Review and Parker Review recommendations.
- h) The Board encourages an inclusive working culture in the boardroom, ensuring that all differences are valued and all directors receive fair treatment without fear of discrimination or prejudice.

### Responsibility

The Board Nomination Committee, on behalf of the Board, is responsible for the implementation and delivery of this Policy. The Committee regularly reviews and assesses Board composition and recommends to the Board the appointment of new members. The Board recognises that there may be periods of change on the Board when the above objectives may not be met. However, it is the Board's longer-term intention to at least maintain the balance on the Board in line with this Policy. The Committee reports annually on Board diversity and inclusion within the Governance section Annual Report and Accounts.

**Approved by the Safestore Holdings plc board of Directors on 11 December 2023**

