



Board Diversity Policy

December 2021

1. Burford is committed to diversity and maintaining an inclusive workplace culture, where everyone of any background is able to contribute in full to the success of our business.
2. Burford believes that a commitment to protecting diversity is not only a moral imperative, but an excellent business strategy. By ensuring that all voices are heard, Burford will recruit underappreciated talent, see opportunities that others might miss, and benefit from fresh thinking in our business processes.
3. To document and shape this commitment, the Board has adopted the following policy.

POLICY STATEMENT

4. The Board **commits** to reject and prevent any form of discrimination or other unfair treatment on the grounds of race, ethnicity, nationality or country of origin, sex, pregnancy or maternity, disability or other health issue, religion or belief, age, veteran status, sexual orientation or gender reassignment.
5. The Board **strives** to maintain a diverse membership – in particular, for at least **30%** of its membership to be women – while abiding by all applicable employment laws.
6. The Board **supports**, and commits to providing support for, wider Burford initiatives to safeguard and improve diversity within the legal industry. Above all, the Board **commends** the Equity Project and **commits** to monitoring and assessing its outcomes.
7. The Board **commits** to regularly reviewing this policy and the Board's other relevant processes to ensure that they remain relevant and effective, and to ensure that further opportunities to safeguard diversity are identified, considered, and enacted wherever it is practical to do so.