

# Sail Nova Scotia Association

## Board of Directors Diversity Policy

The Board of Directors of the Sail Nova Scotia Association believes in diversity and value the benefits that diversity can bring to its Board. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the Association has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

The Board seeks to maintain itself with talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the environment in which the Association operates.

For purposes of Board composition, diversity includes, but is not limited to, business experience, region, age, gender, race, ethnicity and aboriginal status. In particular, the Board should include an appropriate number of women directors.

The Board is committed to a merit-based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Board will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

The Board 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 targets regarding gender diversity on the Board.

The Board will periodically assess the expertise, experience, skills and backgrounds of its directors in light of the needs of the Board, including the extent to which the current composition of the Board reflects a diverse mix of knowledge, experience, skills and backgrounds, including an appropriate number of women directors.

Annually, the Board or a committee of the Board will review this policy and assess its effectiveness in promoting a diverse Board which includes an appropriate number of women directors.

Approved by Sail Nova Scotia Board of Directors May 14, 2019

Title changed to Board of Directors Diversity Policy January 12, 2021