



## **Board Diversity Policy**

The AFL Canada Board of Directors (the board) recognizes the importance of diversity and is committed to fostering diversity at all levels of the organization, including within its own ranks.

The board believes that having highly qualified directors from diverse backgrounds brings different perspectives and experiences, generating healthy discussion and debate and more effective decision-making.

The nominating committee of the Board (the committee) will consider the following when identifying candidates for nomination to the board:

- qualifications, including skills, expertise, competencies and experience, and other qualities the board identifies from time to time as being necessary for effective oversight of AFL Canada's operations and strategy;
- characteristics that will foster a board culture that welcomes multiple perspectives and is free of conscious or unconscious bias and discrimination;
- characteristics that contribute to board diversity, including gender, age, race, ethnicity, culture, disability, sexual orientation and geographic representation, as well as any other characteristics that may be identified from time to time; and
- Requirements put in place by Sport Canada (if applicable), such as those relating to independence.

With respect to gender, the board strives to maintain diversity between genders, among the independent directors. The Board has established a specific objective that no more than 60% of the independent directors are from a single gender, recognizing that board composition may fluctuate from time to time during periods of transition.

The committee is made up of independent advisors, per the terms of reference, to assist in identifying candidates and requires advisors to present a diverse slate of candidates for consideration who meet the selection criteria that the board has identified.

The committee will report and recommend to the board any changes to board composition or to the board recruitment process it believes are necessary to achieve the goals outlined in this policy. It will review this policy and specific objectives annually and may recommend changes to the policy and the objectives as appropriate.

The board and committee's effectiveness at implementing this policy will be taken into account during annual performance evaluations

### **Approval**

This policy was approved by the board of directors on December 6th, 2023.