



# Board Inclusion Policy

Endava PLC | August 2025

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## 1 Introduction

Endava plc (hereafter, 'Endava' or the 'Company') has a clear and unchanging purpose to create an environment and culture that breeds success, enabling our people to be the best they can be. It is underpinned by our values which guide the way we behave. Our Group policies form part of the Endava Code of Conduct which focuses our attention on working respectfully with each other; on helping our clients to succeed by recognising them as individuals; and on mitigating risk by delivering responsibly to the market and to our investors.

Endava cares deeply about the success of our people. In addition to our Code of Conduct and our Inclusion and Belonging Policy, we have established this Board Inclusion Policy to further support our values of being Thoughtful, Open and Adaptable. Aligned with the global markets in which we operate, we aspire to an inclusive working environment that provides equal access to career opportunities, based on merit, skills and potential.

## 2 Policy Purpose

The purpose of this Board Inclusion Policy is to ensure an inclusive and representative membership of the board of directors, supporting optimal decision-making and contributing to the development and execution of a strategy that promotes the success of Endava for the benefit of its shareholders as a whole, having regard to the interests of other stakeholders.

Our Board believes strongly in the value of independent and inclusive leadership. We are committed to maintaining a Board composed of highly qualified directors who bring a broad range of perspectives, experiences, and backgrounds, each with the integrity and suitability to oversee our company and its global footprint.

## 3 Policy Scope

This Policy applies to the Board of Directors.

## 4 Policy

Our Board Inclusion Policy sits alongside our Code of Conduct and our global Inclusion and Belonging Policy. It reflects our commitment to ensuring equality of access, fairness in opportunity and a culture that values the unique contributions individuals bring to leadership. We are an equal opportunity employer and are committed to maintaining inclusion and representation at all levels of the organisation, including our Board. We believe the composition of the Board should reflect a broad range of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure and ethnicity. Aligned with our values, we recognise that a Board enriched by varied perspectives, insights, and lived experiences enhances decision-making and benefits our shareholders and wider stakeholder community.

We expect our leaders to recognise and value the different approaches and viewpoints individuals bring to work, and to treat one another with respect, support and fairness. We are committed to fostering a culture of inclusion at the highest level- one that reflects the communities we serve, and empowers individuals to apply their experience, skills and strengths to contribute meaningfully to the business. This commitment is reinforced through a clear tone from the top, with the Board actively championing inclusion and belonging as a key driver of Endava's long-term success and sustainable growth.

## 5 Objectives

The Board aspires to maintain a balance of diversity in gender, social and ethnic background and personal skills and strengths.

The Board recognizes that periods of change in Board composition may result in temporary periods when this balance is not achieved.

## 6 Governance & Oversight

The Legal Team and Chief Integrity Officer are responsible for reviewing and updating this Policy annually, recommending final approval of the Policy, including significant revisions, to the Controls & Policy Committee, with final approval by the Board.

## 7 Reporting

We are committed to being open and transparent on the composition of our Board and we will annually report on the shape of the Board.

## 8 Amendments

This policy sets out Endava's general approach to the matters it covers and is noncontractual, which Endava may, at its discretion, vary or amend from time to time.

## 9 Policy revision

Revision	Date	Description of update	Approved By
1.0	31.08.2022	Initial version of the Board Diversity Policy.	Controls & Policy Committee
2.0	30.08.2023	Reviewed and no further updates.	Board
3.0	25.01.2024	Redesign as per new brand format	n/a
4.0	22.05.2025	Renamed and updated language relating to Inclusion and Belonging	Controls & Policy Committee
4.0	28.08.2025	Reviewed and no further updates	Board