



Board Diversity Policy

Endava PLC | January 2024

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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 Diversity, Inclusion & Belonging Policy, we're establishing this Board Diversity Policy to further support our values of being Thoughtful, Open and Adaptable. Aligned with the global markets in which we operate, we aspire to a working environment that offers both equality and equity of career opportunity for all our people based on merit.

2 Policy Purpose

The purpose of this Board Diversity Policy is to ensure an inclusive and diverse membership of the board of directors resulting in optimal decision-making and assisting in the development and execution of a strategy which 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 an independent and diverse board of directors to provide effective oversight and that its membership should be composed of highly qualified directors who demonstrate a diversity of perspectives and backgrounds, with the integrity and suitability for overseeing our company and its global footprint.

This Policy is part of our commitment to identifying and eliminating unfair biases, stereotypes or barriers that may limit people's full participation at work and their access to the opportunity to succeed.

3 Policy Scope

This Policy applies to the Board of Directors.

4 Policy

Our Board Diversity Policy sits alongside our Code of Conduct and our global Diversity, Inclusion and Belonging Policy. We are committed to ensuring that there is both equality of access and equity of opportunity. We are an equal opportunity employer committed to maintaining a diverse workforce at all levels. We believe that it is important that membership of the Board includes a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure, ethnicity and diversity of thought. Aligned with our values, we believe that a diverse Board with a range of views, insights, perspectives and opinions will improve its decision-making and be of benefit to the company's shareholders and other stakeholders.

We expect our leaders to recognise and value the different ways of thinking and being individuals bring to work, and to respect, support and treat each other as equals. We are committed to creating a culture which reflects the diverse communities we serve, and which provides equal opportunity and support for all to utilise their experiences and skills to contribute to the business. We believe a key driver in delivering our organisational diversity

commitments is through a Board which is diverse in gender, social and ethnic background, cognitive and personal strengths. A culture of inclusion and diversity is cultivated and cascaded through clear tone from the top, with the Board championing diversity and inclusion in support of Endava's values.

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 non-contractual, 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