Chris Hodge

From:	Anderson, Deirdre <deirdre.anderson@cranfield.ac.uk>
Sent:	28 July 2011 19:51
To:	Chris Hodge
Subject:	gender diversity on boards

Dear Mr Hodge,

I am writing to comment on the proposed changes to the Code set out in the Consultation Document: Gender Diversity on Boards (May 2011).

I am in agreement with Lord Davies that, in view of the slow rate of progress in recent years, an explicit disclosure requirement is needed to focus boards' attention on the issue.

I agree with the proposed amendment to provision B.2.4, which concerns the report of the nomination committee, and is set out on page 5 of the consultation document.

I feel it would be useful for companies to set out in their annual reports some of the key elements of their gender diversity policy - such as the precise criteria used when recruiting directors and the precise steps taken to develop senior executive talent. I would like to see this should be strongly recommended by the Code.

I would support a new principle on board evaluation, in section B.6 of the Code and recommend the wording on page 6 of the consultation document.

I believe strongly that the changes to the Code should be implemented as soon as possible and should not be postponed until 2012 and I also feel strongly that in order to be successful, any workable alternative to quotas need to have some strength behind it.
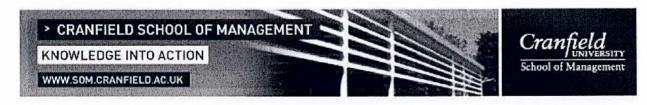
Thank you for the opportunity to present my views.
Yours sincerely
Deirdre Anderson

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