

## Chris Hodge

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**From:** Sealy, Ruth <ruth.sealy@cranfield.ac.uk>  
**Sent:** 28 July 2011 18:59  
**To:** Chris Hodge

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. 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.

I also feel strongly that in order to be successful, any workable alternative to quotas need to have some strength behind it.

Yours sincerely,

Dr. Ruth Sealy

Dr. Ruth Sealy

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