



European Women on Boards Talent Pool's Access Charter

European Women on Boards' mission

European Women on Boards (EWoB) is a unique network of organizations promoting female participation on boards of directors across Europe.

EWoB has the conviction that greater gender diversity on boards is not an end in itself but a business opportunity:

- ✓ to create **diversity** of competencies, expertise, skills, and backgrounds in line with boards' needs, for competitiveness and sustainable growth, far beyond an "equitable" issue,
- ✓ to promote **best practice of governance** combining **performance and ethics**, because effective boards and effective directors are needed to face growing duties and responsibilities in a complex decision-making environment,
- ✓ to contribute to build up **innovative strategy**, as diversity of talents facilitates diversity of thinking to come up with efficient and break-through strategy in a fast changing business environment,
- ✓ to get the board play an exemplary role in the **dynamic of valuation** of the whole female capital of the company.

General conditions for access to the pool

Upon motivated request (that is a request with a view to fill in a specific board position) and for a limited period of 12 weeks, European Women on Boards will give access to its pool of women candidates and their profiles to enterprises sharing its values.

If so desired, in addition European Women on Boards will post the board position search to the attention of all members by e-mail and on the website, on a no-name basis if confidentiality is required.



European Women on Boards

Enterprises' commitment to European Women on Boards

By accessing the 'pool', Enterprises are taking the following commitments:

- **Values:** Enterprises that use our pool of candidates are considered ambassadors of European Women on Boards. They adhere to and respect the Association's values, 'the Seven Is': Innovation, Inclusiveness, Intelligence, Integrity, Involvement, Interaction and Intangible values. These values are posted on the European Women on Boards' website.

- **Information and communication with candidates:** Enterprises that have access to our pool of candidates commit themselves to keep the candidates apprised of the fact that their candidature is considered and will seek their agreement before their candidature is introduced in their organisation/a client's organisation. After an initial contact, the Enterprise shall timely give proper and constructive feedback to each candidate, whether or not their candidature is further considered.

- **Availability of European Women on Boards' Talent Pool Members:** Enterprises are herewith made aware and expressly accept that European Women on Boards' Talent Pool Members may not necessarily be available for a board membership at the time of the request, for a variety of reasons.

- **Selection of European Women on Boards Talent Pool Members:** The selection process (as the case may be) is under the exclusive responsibility of the Enterprise.

- **Independence Requirements:** Enterprises will systematically inform the considered Member (s) of the European Women on Boards' Talent Pool about the specific independence requirements of the contemplated board or committee Membership, as the case might be. Enterprises are aware, and accept, that European Women on Boards' Talent Pool Members may have additional independence constraints or conflict of interest arising from their own organisation or profession.

- **Confidentiality agreement:** As our Talent Pool Members' profiles will only be accessible to themselves and to Enterprises that have been granted access upon motivated request, the latter herewith commit not to disclose personal information concerning any member to a third party.

- **Information on board mandates:** In order to be able to follow up with the progress made and measure improvement in gender diversity within the European and international boards' environment, European Women on Boards requests the Enterprises that have been granted access to the pool to keep the Association informed should they be electing a member of the Association's Talent Pool to become a board member of their organisation or should a client company of the Enterprise do so as a result of the pool consultation.

- **Collaboration:** European Women on Boards will only be successful with the full collaboration of Enterprises and therefore strongly encourages them to communicate any idea or action in relation to the mission that may boost and promote the organisation and its mission. Their attention is brought to the possibility to more concretely support European Women on Boards by various Sponsoring formulas (*infra*).

Free of Charge Access:

The access to the European Women on Boards' Talent Pool is free of charges for enterprises that have submitted a motivated request. Before accessing the pool, the Enterprise must confirm receipt and acceptance of the present charter.



European Women on Boards

Sponsorship

Should the Enterprise wish for more visibility on European Women on Boards' website and/or events, and/or wish to support or contribute to the Association's development, then Sponsorship is to be considered. All information about sponsoring European Women on Boards, its benefits and conditions will be available upon request.

Conditions accepted by(first and last name)
.....(email address)
..... (company)
..... (date)
..... (signature)

Please indicate how you heard about the EWoB Talent Pool: