

# **Board Diversity Policy**

China Resources Power Holdings Company Limited

Adopted by the Board: 5 December 2013

Room 2001-05, 20/F,  
China Resources Building  
26 Harbour Road,  
Wanchai,  
Hong Kong



華潤電力控股有限公司

China Resources Power Holdings Co., Ltd.

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## **1. Purpose**

China Resources Power Holdings Company Limited (“CR Power” or the “Company”) recognizes and embraces the benefits of diversity among the Company’s board of directors (the “Board”) and its work force. We know from experience that differences in ideas, backgrounds, patterns of thinking and approaches to work can generate value for our stakeholders, in particular our customers, shareholders, employees and the communities in which we operate. It is therefore the Company’s policy to appreciate the distinctiveness of all people and to acknowledge these differences within a productive, inclusive, talent and performance-based environment, in which everybody feels valued, where their skills are fully utilized, their performance is recognized, professional accountability is expected and where organizational goals are met. We consider this diversity to be one of our strengths.

## **2. General Policy**

CR Power aims to set out the approach to achieving diversity on the Board by endorsing the principle that the Board should have a balance of skills, experience and diversity of perspectives appropriate to the Company’s business. We welcome into our Company a very diverse population of people that reflects the range of cultures and background spanned by our operations. These differences will be taken into account in determining the optimum composition of the Board.

## **3. Objectives**

CR Power places great emphasis that appointments to the Board should be based on merit that complements and expands the skills and experience of the Board as a whole. In order to achieve a diversity of perspectives among members of the Board, the Company is committed to equality of opportunities in all aspects of its business and does not discriminate on the grounds of gender, age, cultural and educational background, ethnicity, nationality,



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religion, socio-economic status, physical ability, family status and any other factors.

The Board will establish and discuss annually measurable objectives for the Nomination Committee to lead and monitor for achieving diversity.

#### **4. Review and Monitoring**

The Board of the Company is responsible for reviewing the composition, structure and size of the Board and the appointment of new directors of the Company regularly to ensure that it has a balanced composition of skills and experience in line with the requirements of the Company's businesses, and ensuring that hiring, promotion, rewards and retaining of the best people for the job are implemented regardless of their diversity profile.

The nomination committee of the Company will review and monitor the implementation of this Policy regularly to ensure its effectiveness and set measurable objectives for achieving diversity on the Board.

#### **5. Disclosure**

This policy will be disclosed in the corporate governance report annually in the Company's annual report and Company's website for public information.