



Women on Board Pool's Access Charter

Women on Board's mission

Women on Board's primary mission is to increase the consideration of women as candidate directors on the board of Belgian organisations and their active participation to these boards.

Women on Board is welcoming as member candidates women with the potential to adequately fill such board membership positions, after they have gone through a selective admission procedure, that includes screening by Women on Board's Admission Committee in accordance with the Core Competencies profile, as defined (www.womenonboard.be). The final admission is validated by the Association's board of directors.

Following their admission, Members of Women on Board are enlisted on the website. Their full profile and CV are kept up-to-date by the candidates themselves, with the support of the Association.

Training and coaching opportunities are offered (as available) to Members wishing to further develop their skill set.

The pool today comprises 310 members. It is composed of high profile female executives with various backgrounds in important functions such as CEO, CFO, COO, General Secretary etc. and the majority of them having prior board experience.

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 30 days, Women on Board will give access to its pool of women candidates and their profiles to enterprises sharing its values.

If so desired, in addition Women on Board 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.



Enterprises' commitment to Women on Board

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

- **Values:** Enterprises that use our pool of candidates are considered ambassadors of Women on Board. They adhere and respect the Association's values of Diversity, Ethics & Integrity, Empathy, Sharing and Make it Happen. These values are detailed on Women on Board's 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 Women on Board Members:** Enterprises are herewith made aware and expressly accept that Women on Board Members may not necessarily be available for a board membership at the time of the request, for a variety of reasons.
- **Selection of Women on Board 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 Members of Women on Board on the specific independence requirements of the contemplated board or committee Membership, as the case might be. Enterprises are aware, and accept, that Women on Board Members may have additional independence constraints or conflict of interest arising from their own organisation or profession.
- **Confidentiality agreement:** As our 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 Belgian boards' environment, Women on Board 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 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:** Women on Board 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 Women on Board by various Sponsoring formulas (*infra*).

Free of Charge Access:

The access to the pool of Women on Board is free of charges for enterprises that have submitted a motivated request. When recruiting a member of Women on Board as a board member, we will ask you to pay a contribution of 1000 € (Excl. VAT), as support to the mission and the proper functioning of our organization.

Before accessing the pool the Enterprise must confirm receipt and acceptance of the present charter.

Sponsorship

Should the Enterprise wish more visibility on Women on Board's website and events, and/or wish to support or contribute to the association's development, then Sponsorship is to be considered. All information about sponsoring Women on Board, its benefits and conditions are available on www.womenonboard.be.

Conditions accepted by (name)
..... (company)
..... (date)
..... (signature)