



Dunelm Group plc

Policy on the employment of former employees of the external auditor

To safeguard the objectivity, independence and effectiveness of its external auditor, Dunelm has adopted a policy on the employment of former employees of its external auditor which have been directly involved in the audit of the Company or any of its subsidiaries.

Under this policy:

- no member of the external audit team at senior manager level or above may be employed by the Company or any of its subsidiaries for a period of two years following the end of their association with the audit; and
- no current or former partner of the external auditor may be appointed as a director (including as a non-executive director) of the Company or any of its subsidiaries for three years after the termination of their employment with the external auditor.

The consent of the Chair of the Audit and Risk Committee must first be obtained for the employment by the Company of any employee or former employee of the external auditor who is or was a member of the Company's external audit team if such employment occurs within three years of the termination of the individual's employment with the external auditor. In addition, written confirmation must be obtained from the external auditor that it has taken all appropriate steps necessary to safeguard its independence and objectivity in accordance with relevant ethical and professional guidance.

Compliance with this policy will be monitored annually by the Audit and Risk Committee.

A handwritten signature in blue ink that reads "N. G. Wilkinson".

Nick Wilkinson
CEO

Approved by the Board of Dunelm Group plc
on 12 June 2020