

Women in Finance Charter - 2023



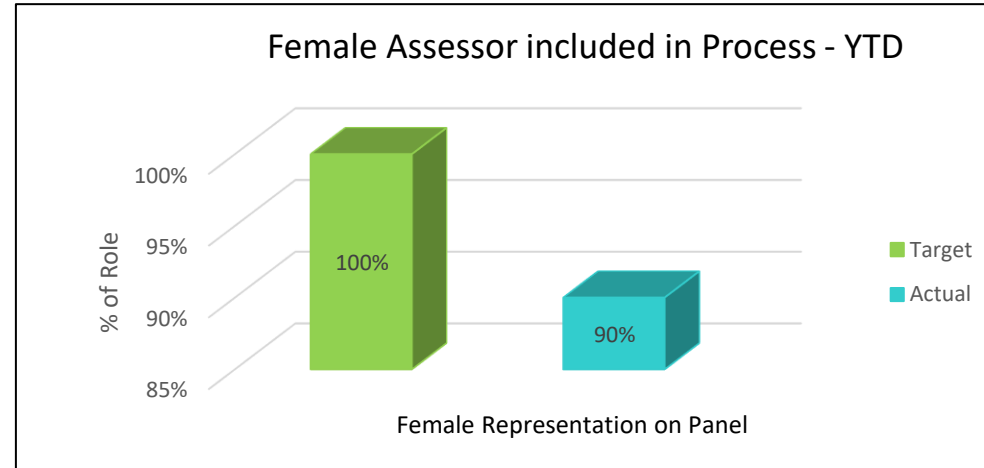
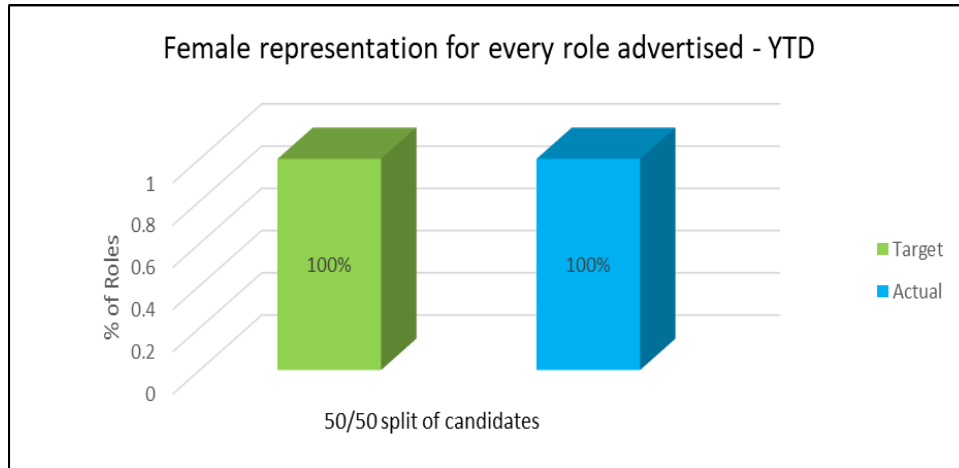
HIRE

GOAL

2024 Target

- Female representation for every role advertised
- 100% unbiased resourcing practices, including: equal opportunities; gender mixed agencies; mix of male and female assessors; recruitment training for hiring managers

RESULTS



Female representation for every role advertised - YTD		TOTAL
Number of roles YTD		30
Target		100%
Actual		100%

Female Assessor included in Process - YTD		TOTAL
Number of roles YTD		30
Target		100%
Actual		90%

Women in Finance Charter - 2024



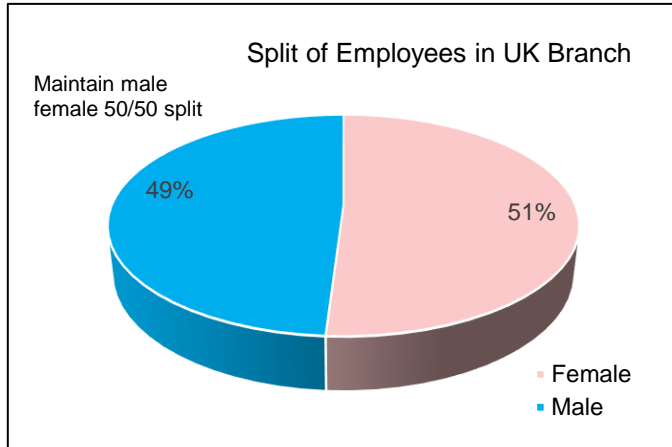
ENGAGE

GOAL

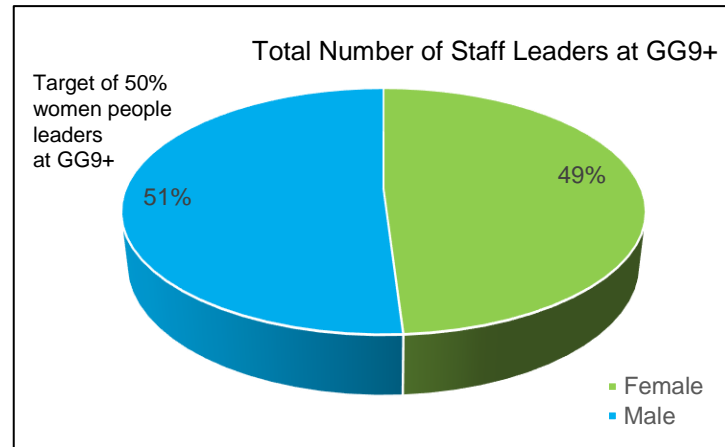
2024 Target

- Maintain of 50/50 split of male and female employees within UK Branch
- Target of 50% women people leaders at GG9 and above within UK Branch
- Target of 33% women leaders at GG13 and above within UK Branch

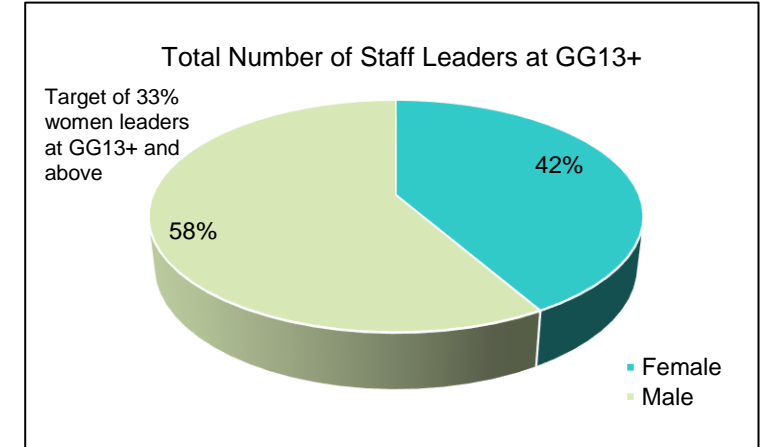
RESULTS



Split of Employees in UK Branch	No	%
Total number of staff	232	100%
Female	118	51%
Male	114	49%



People leaders at GG9 + within UK Branch	No	%
Total number of staff leaders at GG9 +	126	100%
Female	62	49%
Male	64	51%



Staff Leaders at GG13+	No	%
Total number of staff leaders at GG13 +	12	100%
Female	5	41%
Male	7	58%

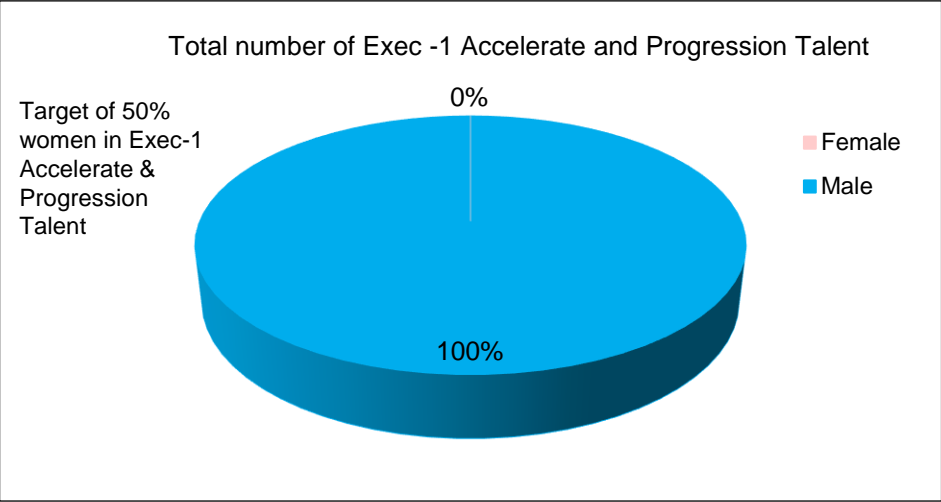
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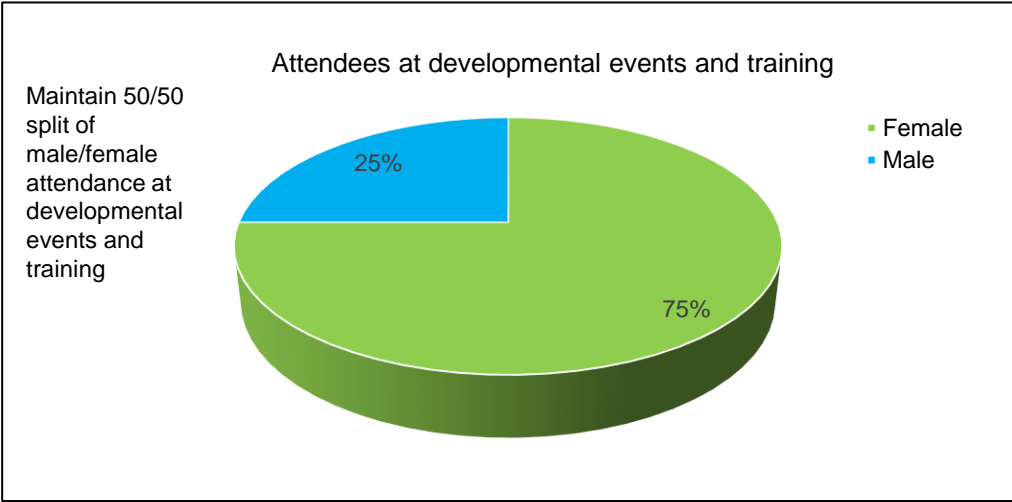
DEVELOP GOAL

- 2024 Target**
- Target of 50% women in Exec-1 Accelerate and Progression Talent
 - Maintain of 50/50 split of male/female attendance at developmental events and training

RESULTS



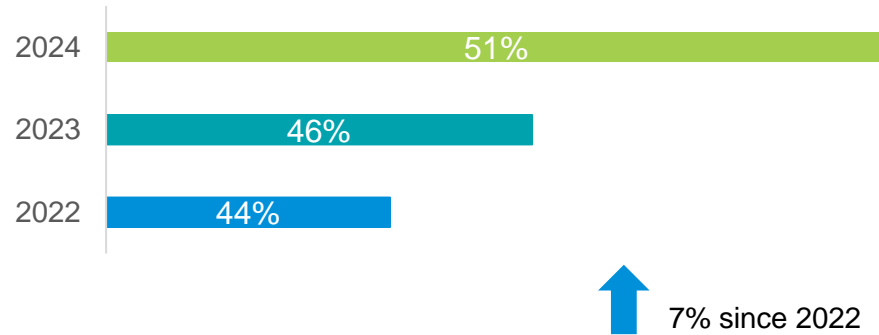
Exec -1 Accelerate and Progression Talent	No	%
Total number of Exec -1 Accelerate&Progression Talent	5	100%
Female	0	0%
Male	5	100%



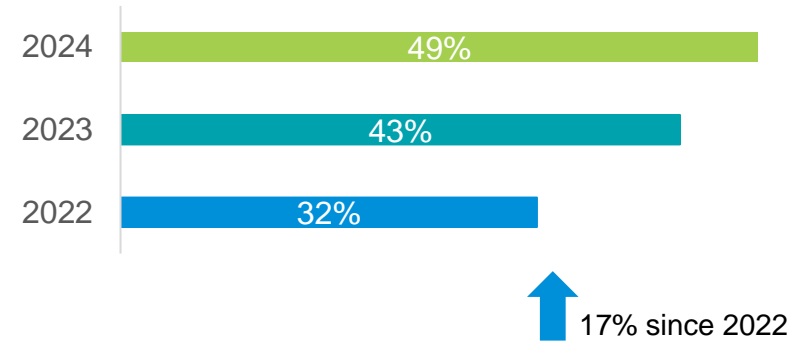
Attendees at developmental events and training	No	%
Total number of attendees at developmental events and training	8	100%
Female	6	75%
Male	2	25%

Women in Finance Charter – Year on Year Key Metrics

Maintain of 50/50 split of male and female employees within UK Branch



Target of 50% women people leaders at GG9 and above within UK Branch



Target of 33% women leaders at GG13 and above within UK Branch

