



Women in Finance Charter 2020



Being able to attract, develop and retain female talent is highly important to us as we recognise that companies with a diverse senior management team perform better.*

As a show of our commitment on gender equality we have signed up to the Women in Finance Charter. The Charter is a commitment by HM Treasury and signatory firms to work collaboratively to build a more balanced and diverse industry. A balanced workforce is good for business – it is good for customers, for profitability and workplace culture, and is increasingly attractive for investors.

To meet our Charter commitments:

- We have committed to increasing female representation at senior executive level from its current 32% to 40% by the end of 2023.
- We will publish our progress annually against this target.
- Our UK CEO Cristina Nestares will have linked performance related pay based on our commitments to promote gender diversity.

Our 2020 progress update

We remain committed to our target of 40% of females at Senior Management level by 2023 and although this is an ambitious target, we have already exceeded this at Board level. The changes we have made in our recruitment process in order to attract more female talent together with more awareness from leaders on the diversity of future teams, will help us along with a number of other measures, achieve our goal.

Click [here](#) to see the HM Treasury pledge.

*Mckinsey Report – Delivering through Diversity 2018.