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# Our Gender Diversity Plan

Progeny's commitment to supporting  
women in the financial services sector

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+44 344 225 0660

[enquiries@theprogenygroup.com](mailto:enquiries@theprogenygroup.com)

As a proud signatory to the HM Treasury Women in Finance Charter, Progeny is committed to implementing the recommendations of the Charter, which aims to encourage and support the progression of women in the financial services sector.

We believe diversity and inclusion is a simple concept – to have the right people, regardless of gender or any other demographic factors, in the right roles. Progeny currently has a 37.5% female representation on our Executive Board and we have set internal targets to increase the proportion of women to 44% by 2020 and to 50% by 2022.

Progeny currently has a split of 53% women and 47% men across our overall workforce, however, overall, we have more men in senior roles. We will regularly review the gender make-up in our organisation and take action to address under-representation where possible by diversifying recruitment methods and providing initiatives such as our Advisor Academy, which supports young advisers to gain professional accreditations.

We appreciate that our leaders and managers have a significant influence on our workplace culture, and that they need to actively support gender equality and diversity by identifying the barriers in our organisation and recognising workable solutions. As such, Progeny will seek to implement group-wide policies that support greater diversity and inclusion, regularly communicate on our progress to all employees, and solicit feedback and suggestions for improvement.

In support of these goals, Progeny has plans to:

- Review gender in relation to pay
- Pursue a gender mix in our recruitment shortlists, particularly for senior management roles
- Review our maternity and paternity policies with a view to offering employees a supportive and progressive approach to parenting leave
- Provide more flexible working hours to support carers and professional study
- Encourage gender-balanced industry promotion through award submissions, speaking and publishing opportunities

Samantha Moxham, HR Director, is responsible for gender diversity and inclusion at Progeny.

**Progeny recognises that equality across our organisation is fundamental to our success.** We are committed to achieving further opportunities for women and believe that everyone should be able to reach their full potential in the workplace.