

Barclays

Gender Diversity Charter

Our commitment to supporting women in
the financial services sector

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.

When we signed up to the Charter in September 2019, we had 37% female representation on our executive board. As of September 2021, we have 41% female representation in our senior management team. We believe we are on track to meet our Charter target of a 50/50 equal ratio by March 2022. Furthermore, we are seeking to appoint female representation on our governing board.

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. Therefore, we have set broader targets for equality of professional development of women across our organisation. In 2019, we launched our Adviser Academy which supports our next generation of financial and legal advisers to achieve qualifications. We currently have 25% female enrolment and have set a target of 40% by 2023.

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 has issued group wide policies that support greater diversity and inclusion and will continue to regularly communicate on our progress to all employees. Progeny will also seek to further educate our employees on issues of gender diversity and solicit feedback and suggestions for improvement.

In support of these goals, Progeny has undertaken to:

- Review gender in relation to pay
- Pursue a gender mix in our recruitment shortlists, particularly for senior management roles
- Encourage gender-balanced industry promotion through award submissions, speaking and publishing opportunities
- Offer career development through our Adviser Academy and significantly increase the number of women enrolled in our mentoring program and achieving professional qualification at Progeny
- Educate senior management team on gender diversity with training support from specialist consultants

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