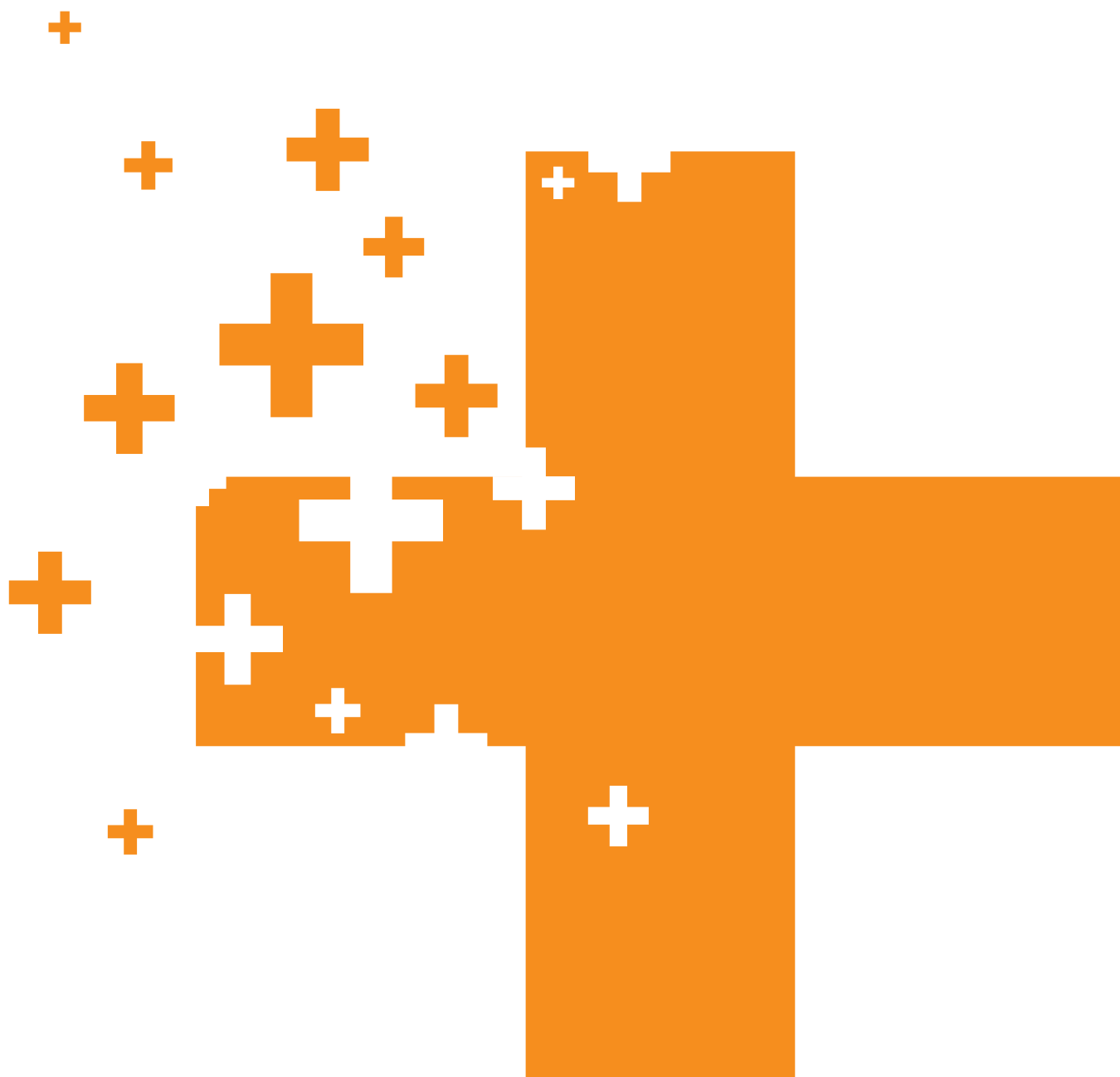


# Our commitment to the Women in Finance Charter

**CDC, the UK's development finance institution**

Updated December 2020



We are proud to be a signatory to the Women in Finance Charter as a part of our commitment to be an organisation which recruits, retains and develops the very best people in an environment that values and celebrates diversity, and whose policies and processes are without bias.

Our gender diversity plan covers action on:

**Leadership:** When we signed up to the Charter in September 2019, we had 26 per cent female representation in our senior leadership population. As of September 2020, that figure was 32 per cent and we believe we are well on track to meet our Charter target and corporate objective of 34-35 per cent by December 2023.

Our plan for the coming year covers a range of initiatives. These include visible advocacy and sponsorship from our Executive Committee and the setting of diversity-related objectives for Executive Committee members and Directors, based on data insights. Our behavioural competencies, underpinned by our company values, emphasise collaboration and caring. We are running inclusion capability training for leaders and ensuring a greater emphasis on inclusion through our values and behaviours.

**Communications:** We aim to improve communication of diversity and inclusion internally and externally, to provide greater support for our women's network and to conduct a deeper exploration of the impact of intersectionality (in particular, gender and race).

**Understanding data:** We systematically collect and analyse our employee data by both gender and ethnicity, including in rates of promotion and in our recruitment pipeline. We opened our promotion process up to the scrutiny of occupational psychologists to check it meets the standards we set ourselves and we continue to improve our recruitment processes to support gender and ethnic diversity at senior levels.

**Support and development:** Alongside our gender-focused initiatives, such as coaching support for returning mothers, we promote mentoring and career development conversations across the firm. We collaborate closely with CDC's Gender team (whose aim is to improve gender equality in our investee companies), to promote gender issues and share best practice. We have active networks for women, and parents and carers, and we are members of Working Families, the Employers' Network for Equality and Inclusion and Carers UK. These networks inform policy development including our flexible working policy.

These initiatives support an ongoing cultural change programme that aims to embed behaviours which promote and sustain an inclusive working environment and enable us to reach our diversity targets.

