

Our commitment to the Women in Finance Charter

CDC, the UK's development finance institution

September 2019



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 into an environment that values and celebrates diversity, and whose policies and processes are without bias.

Our **gender diversity plan** covers action on:

Leadership: Our 2019 corporate objectives include a target to 'deliver our diversity and people priorities'. This includes increasing the proportion of senior female staff (Director level and above) to 28% in 2019 with a goal of reaching 34-36% by 2023.

Understanding data: We systematically collect and analyse our employee data, including rates of promotion by gender, and report monthly on the gender split in our recruitment pipeline. We continue to improve our recruitment processes to support gender diversity at senior levels. The percentage of director-level women at CDC rose from 18% – 25% in 2018 thanks to targeted company-wide efforts.

Support and development: We run a number of gender-focused initiatives, such as coaching support for returning mothers and a women's mentoring pilot programme and 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 the launch of a new flexible working policy.

Behaviours: We run unconscious bias training and opened our promotion process up to the scrutiny of occupational psychologists to check it meets the standards we set ourselves. Our new behavioural competencies, underpinned by our values, emphasise collaboration, caring and diversity. These developments support an ongoing cultural change programme that aims to embed behaviours which promote and sustain an inclusive working environment.

