

Our commitment to the Women in Finance Charter

**British International Investment,
the UK's development finance institution**

Updated December 2022



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.

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 2022, that figure was 37 per cent. Our target is to increase the proportion of women in our senior management population to 40 per cent by December 2023 and we believe we remain on track to meet this target.

Our plan for the coming year builds on our 2022 activities. Our Chief Executive and Executive Committee continue to advocate for better gender representation and are provided with regular progress updates. In addition, the People Development and Remuneration Committee of our Board also receives regular progress updates.

We will continue to provide inclusion capability training, both for leaders and for our broader employee population. We place great emphasis on inclusion through our values and behaviours. We are continuing to develop guidance and policies around women's health and wellbeing and will continue to review our family-friendly policies.

Our gender network continues to be an important resource in allowing us to understand the experience of our female employees and the impact of intersectionality (in particular, gender and race). We are also planning to refresh our parents and carers network during the coming year.

