

# Our commitment to the Women in Finance Charter

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

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We are proud to be a signatory to the Women in Finance Charter as part of our commitment to be an organisation which recruits, retains and develops the very best people in an inclusive environment that values and celebrates diversity, and whose policies and process are bias-free.

When we signed up to the Charter in September 2019, we had 26 per cent female representation in our senior leadership population and our target was 40 per cent by 31 December 2023. As of 31 August 2023 we have 37 per cent female representation in senior leadership. While we are pleased with the progress we have made over the last four years, we are disappointed not to have met the challenging Charter target we set ourselves of 40 per cent by our deadline of 31 December 2023.

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 be engaging with both our Board and Executive Committee to develop new gender diversity targets for 2024 and beyond, following the expiry of our current target at the end of 2023 and will consider actions to support those targets.

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 and have launched a Values Commitment which all employees are expected to subscribe to.

We continue to review our guidance and policies around women's health and wellbeing as well as our family-friendly policies to ensure they remain fit for purpose as key elements of our Employee Value Proposition.

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).

