

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% female representation in our senior leadership population. We have made considerable progress since then and our current target is 40% by 31 December 2026. We believe we are on track to meet that target – as of 31 October 2024 we have 39.1% female representation in senior leadership.

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 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 and other employee networks continue to be important resources in allowing us to understand the experience of our employees and the impact of intersectionality (in particular, gender and ethnicity).

