

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 creating a culture of belonging by recruiting, retaining and developing the very best people as part of an organisation that values and celebrates diversity. Our policies and processes are bias-free and are underpinned by principles of equity and fairness.

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 with 38.6% females within senior leadership as of 31 July 2025, and an updated target of 42% by 31 December 2026.

Our Chief Executive, Executive Committee, People Development and Remuneration Committee of our Board continue to advocate for better gender representation and are provided with regular progress updates.

We continue to provide inclusion capability training, both for leaders and our broader employee population placing great emphasis on inclusion demonstrated through our values and behaviours. We continue to review our guidance and policies around women's health and wellbeing as well as those supporting family-friendly practices to ensure they remain fit for purpose as key elements of our Employee Value Proposition. Our employee networks continue to be important resources in supporting us to understand the experience of our employees and the impact of intersectionality, particularly as related to gender and ethnicity.

