



# WOMEN IN FINANCE CHARTER

## OUR COMMITMENTS

The Women in Finance Charter is a commitment between HM Treasury and signatory firms to work together to make our sector more balanced and fair. The Charter reflects the Government's aspiration to see gender balance at all levels across financial services firms. By signing the Charter we've formally committed to promoting gender diversity in BNP Paribas Personal Finance.



"Our ambition is to create a great place to work and we are proud of the diverse and inclusive working environment that we have created, and gender diversity is simply part of our culture. It is an important aspect of our commitment, particularly at senior levels within our organisation, and I am personally proud to take a leading role in driving this change, not just for our business but also the industry.

"Across our business currently our colleague base is split 55% male and 45% female, however, at senior management levels, women are less represented, at 38%, and I want to see this change."

**STEPHEN HUNT**

CEO BNP PARIBAS PERSONAL FINANCE UK AND SENIOR EXECUTIVE ACCOUNTABLE FOR GENDER DIVERSITY

## HOW DO WE DEFINE OUR SENIOR MANAGEMENT TEAM?

We have chosen this wider definition of senior managers as it means we can start to ensure that female managers receive appropriate support at an earlier point along the career pipeline, whether via development, mentoring or implementing appropriate working conditions policies that will allow women to reach the highest levels in the organisation.



SENIOR MANAGERS  
ARE DEFINED AS THE  
EXECUTIVE COMMITTEE



2 LEVELS OF  
MANAGEMENT  
BENEATH IT

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PERSONAL FINANCE



# WHAT DOES BNP PARIBAS PERSONAL FINANCE LOOK LIKE NOW? (DECEMBER 2020)

BREAK DOWN OF MALE AND FEMALE COLLEAGUES:



PROPORTION OF MEN AND WOMEN IN THE SENIOR MANAGEMENT TEAM:



## OUR COMMITMENTS



### RECRUITMENT



- ▶ Ensure final shortlists for senior management roles include a minimum of one female (where candidate pipeline permits) and monitor offers for positions
- ▶ 50:50% gender diversity split across our business

### CAREER



- ▶ Reach our target of achieving a 50/50 gender split of men and women in the senior management team by September 2022
- ▶ Diversity is the explicit responsibility of our senior management team and the reward levels of the UK Senior Executive team will be directly linked to achievements against our internal gender diversity targets, ensuring they are embedded in our goals

### CULTURE



- ▶ Continued development of progressive policies to support flexible working
- ▶ Gender diversity questions included in local HR pulse surveys
- ▶ Commit to publish progress towards our targets on an annual basis on our website as well as internally to our colleagues

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