

# Women in Finance Charter

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## 2019 progress report

Legal & General is proud to be one of the first signatories of the HM Treasury Women in Finance Charter, initially pledging our commitment back in 2016.

We are passionate about tackling under-representation of women at all levels in the workplace. Through this Charter we are specifically intensifying our focus on increasing our female senior management population because we know it's good for business, good for society and it's just the right thing to do. Our pledge means we have committed to:

- Having one member of the executive team who is responsible and accountable for gender diversity and inclusion
- Setting internal targets for gender diversity in our senior management
- Publishing progress annually against these targets in reports on our website
- Having an intention to ensure the pay of the senior executive team is linked to delivery against these internal targets on gender diversity.

To drive this agenda and achieve a more diverse and gender balanced workforce, we have set ourselves two ambitious targets for 2020:

- 50% female representation across our total population
- 40% female representation at middle/senior management level

As at 1 July 2019, female representation across the company stands at 48%. At middle/senior management level our female population is 37% representing an increase of 2% since 2017.

Hitting these targets by 2020 remains an extremely challenging task but we are heavily focussed on embedding new ways of working and building integrated action plans to drive accelerated, sustainable change. Some of the successes we're proud to report over the past 12 months have been:

- Increased female representation on our executive team from 29% to 43%
- 2.6% reduction in our gender pay gap
- Design and successful pilot scheme of a bespoke digital hiring tool to reduce bias around talent decisions across the business

- Development of inclusive leadership training
- Introduction of a range of inclusive hiring practices like balanced shortlists and diverse interview panels.

Key interventions over the year ahead will focus on the expansion of our female mentoring programme, continued focus on agile and flexible working, the continued delivery of inclusive leadership training and the scaled up roll out of our bespoke inclusive hiring tool.

We will also continue to benchmark our progress through a range of external measurements like Bloomberg GEI, Hampton Alexander and our continued commitment to the Women in Finance Charter.

Legal & General Group

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