



TP ICAP

Women in Finance Charter

At TP ICAP, we aim to create an environment that is inclusive, diverse and that harnesses talent from all backgrounds. 'Include' is the third pillar of our 'A Voice For All' corporate responsibility strategy and is about building the diverse and skilled workforce we need for the future.

We are committed to improving levels of gender, ethnic and socio-economic diversity across the business and ensuring all our employees have a voice. This is why we've signed the Women in Finance Charter.

The Women in Finance Charter reflects the government's aspiration to see gender balance at all levels across financial services organisations. We agree a balanced workforce is good for business – it is good for our clients, our shareholders and – most importantly – our employees.

The charter makes four recommendations to the finance industry:

- We should have one member of the senior executive team who is responsible and accountable for gender diversity and inclusion.
- We should set internal targets for gender diversity in senior management.
- We should publish progress annually against these targets in reports on their website.
- We should have an intention to ensure pay of the senior executive team is linked to delivery against these internal targets on gender diversity.

Our commitments:

- We aim to improve gender diversity so that 25% of executives and their direct reports posts are held by women by the end of 2025 (and 20% by the end of 2022).
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- We have appointed Frits Vogels (CEO, EMEA) as our Diversity & Inclusion Champion, to encourage a diverse and inclusive workplace culture.
- By the end of Q1 2019, all our executive group will have objectives in place relating to diversity.
- We'll report on our progress each year in our annual report and on this webpage.

To help us reach our target, we are taking the following steps:

- Recruitment: To help us attract the best female talent and improve female representation across the business, we are ensuring our recruitment providers offer short-lists for advertised roles including at least one woman. We are also providing unconscious bias training to senior managers.
- Development: To help women progress and reach their full potential at every level across our business, we are launching mentoring initiatives and have established an advisory board that supports our initiatives and internal colleague networks.
- Culture: To create an inclusive environment for women, we are reviewing and improving our family friendly policies, creating new guidelines for flexible working and doing more to increase the visibility and acceptability of options for all employees with caring responsibilities.

30 September 2018