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## TP ICAP

### Women in Finance Charter

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

We are committed to improving levels of gender diversity, ethnic and socio-economic diversity across the business and ensuring all our employees have a voice. This was why we 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.

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**When we signed up to the Charter in September 2018, we had 16% senior female representation within the business and our headline target was to achieve 25% senior women in the business by the year 2025 (and a midway target of 20% senior women by the end of 2022). As of September 2020, we can report we have 31.03% female representation in senior management. We have therefore exceeded our Charter target five years ahead of our deadline and we will continue to improve upon this figure through a series of measures including:**

- recruitment - by ensuring our recruitment providers offer short-lists for advertised roles including at least one woman; and by providing unconscious bias training for senior managers;
  - development - to help women reach their full potential at every level across our business through mentoring initiatives and through support from our connect D&I advisory board and our women's networks globally and,
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- culture - through our ongoing championing of an inclusive environment through a number of enhanced family friendly policies and guidelines on flexible working and by doing more to increase the visibility and acceptability of options for all employees with caring responsibilities
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The reasons for this acceleration in reaching our targets is as a result of us continuing to grow and develop our organisation and our recognition of the need for a revised governance and management structure that better reflects our company and its organisation. Recent senior hires have also led to larger numbers of senior women as well.

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**31 December 2020**

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