

Updated per latest submission

31 December 2021

At TP ICAP we aim to create an environment that is inclusive, diverse and harnesses talent from all backgrounds.

TP ICAP is committed to building an inclusive place to work, where everyone – regardless of their educational background, ethnicity, gender, ability, age or sexual orientation – has an equal opportunity to succeed. It's through our diversity and inclusion efforts, which involve listening, learning, and improving, that we strive to make this possible

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

When we signed up to the Charter in September 2018, we had 16% senior female representation within the business. 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 2021 we have exceeded our headline target and continue to focus our efforts 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,
- 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.