
Grant Thornton UK LLP
 30 Finsbury Square
 London
 EC2A 1AG
 T +44 (0)20 7383 5100

Women in Finance Charter – Grant Thornton UK LLP 2023 annual update

We know that increasing gender balance at senior levels requires continued commitment from our leadership, who have already set specific goals around this agenda, and are working hard to create a culture of inclusion.

We are working to eliminate the gender pay gap, which we recognise exists as a result of systematic cultural barriers to progression.

To effectively tackle this issue, we have introduced several process improvements and focused actions over the past few years to support the attraction, retention and progression of women, non-binary (NB) and gender non-conforming (GNC) individuals within our firm.

These include:

1. Taking positive action to work directly with high potential women directors to understand their ambition and development needs. By doing this, we can ensure that the pathway to, and role of, a partner is one that is attractive and available to women and men equally.
2. Sponsoring and supporting:
 - 'Breakthrough', a development programme for Women, non-binary (NB) and gender non-conforming (GNC) individuals at Director level
 - 'Elevate', a development programme for Women, NB and GNC at Senior Manager/ Associate Director level
 - A talent development programme for managers, which includes inclusion awareness and training for all and signposts support networks in the firm
 - 'Amplify', a sponsorship programme to accelerate the progression of underrepresented talent across the firm. Utilising our succession planning pipeline to identify diverse talent with promotion potential, we match individuals with a sponsor to support and influence their career trajectory.

All the above initiatives aim to develop and progress a pipeline of diverse talent in our organisation.

3. Education and awareness:

We have rolled out a series of gender allyship workshops for Partners in our firm. These workshops focus on education and promoting awareness of the barriers that women and gender minorities face in the workplace and encouraging allyship from our leaders to support progression.

4. Sponsoring and supporting a tailored programme to assist people returning from maternity/ family leave, thereby ensuring a smooth, supported transition back to work. We recognise that

this is a critical time in the careers of our people when greater flexibility, support and mentoring is needed.

5. Introducing a clear flexible working policy allowing people to work flexible hours in an agile way, including job shares, to retain and attract high potential female talent.
6. Making a commitment to support colleagues affected by the menopause, including partnering with a company called Peppy to provide access to expert support for our people and their dependants going through menopause transition, as well as specific training for people managers.

In addition, we will continue the following:

- Producing diversity and inclusion toolkits and training to support our people managers in making more inclusive decisions within their teams
- Challenging bias in promotion decisions and building a healthy pipeline of gender diverse talent
- Monitoring headcount data from a gender perspective
- Advertising every role with flexible working options
- Working to make the Partner role more transparent, more accessible and more attractive to a diverse pool of talent and helping our great internal talent aspire to senior leadership
- Removing potential bias by improving gender balance in interview panels and training our people in equality and unconscious bias
- Embed transition coaching for those returning from maternity/family/parental leave
- Working closely with our Gender Equality Network to raise awareness of the issues throughout the firm.

When we signed up to the Women in Finance Charter in 2018, we had 19% female representation at senior management level (Partners and Directors combined). As of August 2023, we have 26% female representation in senior management (Partners and Directors combined).

Our target is to have 30% female representation at senior management level (Partner and Directors combined) by the end of 2025. We consider this target is stretching, but realistic based on the actions we are taking and speed of progress we believe is possible.