



Grant Thornton UK LLP
 30 Finsbury Square
 London
 EC2P 2YU
 T +44 (0)20 7383 5100
 F +44 (0)20 7184 4301

Women in Finance Charter – Grant Thornton UK LLP 2021 annual update

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

To effectively tackle this issue, we have introduced several initiatives over the past year to change the way we approach progression and recruitment within the firm.

These included:

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:

- (i) a women-only Director programme 'Breakthrough',
- (ii) a women-only Senior Manager coaching programme ("Elevate"), and
- (iii) a talent development programme for Managers, which aims to support more women in our firm to develop.

In doing so, we aim to develop and progress a pipeline of diverse talent in our organisation.

3. Sponsoring and supporting a tailored programme to assist women returning from maternity leave, thereby ensuring a smooth, supported transition back to work. We recognise that this is a critical time in the careers of women, when greater flexibility, support and mentoring is needed.

In addition, we will continue with the following:

- Producing diversity and inclusion toolkits and training to support our people managers in making more inclusive decisions within their teams
- 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 better gender balance in interview panels and training our people in equality and unconscious bias
- Embedding transition coaching for those returning from maternity leave and advertising 100% of our new roles with flexible working options
- Running an international mentoring programme for senior women
- Working closely with our Gender Equality Network to raise awareness of the issue throughout the firm.

When we signed up to the Women in Finance Charter in 2018, we had 16% representation of women at partner level. As of September 2021, we now have 19% representation but we are not on track to meet our Charter target by our 2022 deadline. We are therefore reforecasting realistic targets to continue to support an improvement in this area.

Building on the measures already in place, we will introduce the above new initiatives this year to better support women to succeed and reach their potential at Grant Thornton.

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.