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Women in Finance Charter – Annual Update (2025)

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

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

To address this, we have introduced several process improvements and focused actions to support the attraction, retention and progression of women, non-binary and gender non-conforming individuals within our firm. These include:

Talent development and sponsorship

- We launched Catalyst, a development programme supporting progression across all five of our inclusion strands (Gender, Ethnicity, Social Mobility, Disability, LGBTQIA+). This builds on our previous gender-specific programmes, Breakthrough and Elevate.
- We continue to run Amplify, our strategic sponsorship programme for high-potential ethnic minority colleagues, including women.
- Our Gender Convenor and Specialist Talent Advocate for EDI lead coaching initiatives full time to support female colleagues at all grades.

Education and awareness

- We introduced Cultural Intelligence (CQ) training for senior management to build cross-cultural awareness and inclusive behaviours, as well as ran Gender Allyship workshops for Partners to raise awareness of workplace barriers and promote inclusive leadership.
- We hosted EmpowHer in 2025 to support mid-career women in professional services. Informed by our 2024 Mid-Career Momentum research – based on insights from over 600 women – the event addressed structural and cultural barriers such as limited access to flexibility, sponsorship and progression. EmpowHer brought together professionals and employers to share strategies on career transitions, mentoring, skills development and network-building, raising awareness and driving change at this critical stage.

Supporting working families and inclusive culture

- We became an accredited Family Friendly Workplace in 2025. This is a significant milestone in our efforts to support working parents and carers.
- Planned actions to build on this include promoting gender-equal parental leave, spotlighting fatherhood, supporting kinship carers, and reviewing our domestic and family violence policy.
- We continue to support colleagues returning from parental leave through our New Parent Mentoring Scheme and Family Leave Coaching.

Flexible working and retention

- Our flexible working policy supports agile working, including job shares, part-time roles and hybrid arrangements.
- We monitor uptake of flexible working and review its impact through pulse surveys and exit interviews with senior women.

Women's health and wellbeing

- In 2025, we launched Menopause Matters, a virtual space for colleagues to share experiences and access support around menopause.
- We also continue our partnership with Peppy, providing expert menopause support for colleagues and their dependants, alongside training for People Managers.
- Our commitment to period dignity continues. After implementing free sanitary products in all offices in 2024, in 2025 we focused on expanding the rollout and monitoring uptake to ensure everyone who needs these products can access them easily.

We continue to embed inclusive practices across the firm, including gender-balanced interview panels, mandatory bias training, inclusive manager toolkits, and advertising all roles with flexible working options.

When we signed up to the Women in Finance Charter in 2018, our female representation at senior management level was 16%, defined at that time to include Partners only. This figure would have been 19% if Directors were included, in line with our current definition of senior management.

Our target is to reach 30% female representation at senior management level (Partners and Directors) by the end of 2025. As of 1 August 2025, our female representation at senior management level stands at 30.58%. We are pleased to confirm that we have not only met but exceeded our Charter target ahead of the deadline, demonstrating our commitment and determination to achieve gender parity in the workplace. We will continue to focus on maintaining progress and embedding inclusive practices across the firm.