

progeny



Women in Finance

Charter

Our commitment to supporting
women in the financial services sector

As a proud signatory to the HM Treasury Women in Finance Charter, Progeny is committed to implementing the recommendations of the Charter, which aims to encourage and support the progression of women in the financial services sector.

When we signed up to the Charter in September 2019, we had 37% female representation on our Management Board. At 42%, we narrowly missed out on the 50% target due to low turnover in senior management roles and the implementation of a new senior leadership structure following rapid company growth. We continue to work to increase our diversity at a senior level across the business.

We believe diversity and inclusion is a simple concept – to have the right people, regardless of gender or any other demographic factors, in the right roles. Therefore, we have also set broader targets for equality of professional development of women across our organisation. In 2019, we launched our Adviser Academy which supports our next generation of financial and legal advisers to achieve qualifications. We had set a target of 40% female participation by 2025, however, to take account of the impact of the pandemic, we have adjusted our target to be met by 2026. We recognise the importance of a strong pipeline of talent, so we will continue to actively pursue a diverse workforce with opportunity for all.

Whilst everyone at Progeny is responsible for our workplace culture, our leaders and managers have a significant influence on this. They all actively support gender equality and diversity, through identifying any barriers in our organisation and delivering workable solutions. Progeny has group wide policies that support equity, diversity and inclusion and will continue to regularly communicate on our progress to all employees. Progeny will also seek to further educate our employees on issues of gender diversity and solicit feedback and any suggestions for improvement.





In support of these goals, Progeny has undertaken to:

- Continue to review gender in relation to pay through its remuneration committee
- Pursue a gender mix in our recruitment shortlists, particularly for senior management roles.
- Encourage gender-balanced industry promotion through award submissions, speaking and publishing opportunities.
- Offer career development through our Adviser Academy and significantly increase the number of women enrolled in our mentoring programme and achieving professional qualifications at Progeny.
- Continue to support and educate the senior management team on gender diversity with support from specialist consultants.
- Launch a Women in Finance forum for our team to proactively target and encourage women in our organisation to progress and manage their careers with support and guidance at a senior level.