



## MIB – Women in Finance -2022 update

**In 2021 we set an ambitious target to increase female representation in senior roles to 40%. We are pleased to announce that in the last year we have progressed from 28.6% to 33.3% and are well on the way to achieving our target and achieving genuine equality between men and women at MIB.**

At MIB, we've always believed that attracting a diverse community of brilliant people is essential to building the modern, dynamic organisation we need for the future.

We are proud to work in an organisation where there is equality of opportunity and where everyone can succeed as their true selves regardless of age, gender, beliefs, sexual orientation, or family circumstances.

Supporting the many talented women across our organisation continues to be an essential part of making that possible.

In 2022, we are proud to say that 33.3% of our senior leaders are women, an increase of 4.7% from 2021 and positive progression towards achieving our 40% target set for 2023.

Our female representation on our board has increased from 8% to 33% in 2022.

Our gender pay gap has decreased from 25.08% (2021) to 24.9% (as at 9/2022), as a result of 3 years of organisational restructures.

We continue to fully support our 'lifestyle friendly policies' which represent best in class in-sector benefits. These include:

- 26 weeks of fully paid parental leave regardless of gender
- 4-day week for three months with no loss of pay on return to work for the primary carer
- Five days leave on full pay for IVF treatment
- One month's unpaid leave for all employees for study, travel or personal development.
- A Carer's Passport and extra 5 day's leave for those with caring responsibilities.
- Specific wellbeing initiatives to support women in the workplace.
- Increased levels of flexible working, through the company-wide adoption of agile working.

## **We'll continue to:**

- Review all senior roles to help us achieve our targets as part of Women in Finance.
- Work with our Gender Equality Network to further reduce our gender pay gap, year on year.
- Identify further opportunities to support the progression of talented women into senior roles, through proactive coaching and aligned mentors.
- Commit to ensuring a diverse shortlist for every role wherever possible.

Faran Johnson, Chief People Officer, leads our commitment to Women in Finance.