



## MIB supports the Women in Finance Charter

At MIB we firmly believe that a diverse workforce gives us a range of different experiences, views and ideas which improves our decision making, enhances our reputation and helps to attract and retain talented people. All of these things are key to our future success.

As a result, we are proud to have signed the HM Treasury Women in Finance Charter which asks organisations within the finance industry to commit to actions that support female leadership development.

As part of these commitments, we have set a target for 35% female representation in the Senior Leadership Team by 2020. We believe that a culture of gender diversity is led from our most senior executives and as a result we have set a gender diversity objective as part of the performance requirements of the Executive Committee. This will be evaluated as part of the annual performance review process which links to performance related pay.

In order to further encourage a culture of diversity and inclusion within MIB, during 2018 we will develop a diversity strategy and have a higher level of involvement in pro-diversity and inclusion issues, including women at work. We want all of our employees to feel comfortable at work and will ensure that our internal policies reflect the sentiment of issues raised as part of the #timesup movement. We will listen to our employees to understand the diversity and inclusion areas that they would like MIB to focus on.

Our Chief Operating Officer, Anna Fleming, is responsible and accountable for gender diversity and inclusion at MIB.