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### **Women in Finance Charter – Grant Thornton UK LLP 2024 annual update**

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.

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

To effectively tackle this issue, we have introduced several process improvements and focused actions over the past few years to support the attraction, retention and progression of women, NB and GNC individuals within our firm.

These include:

1. Taking positive action to work directly with high potential women, NB and GNC colleagues at Director and Associate Director/Senior Manager level 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 all, regardless of gender.
2. Sponsoring and supporting:
  - a. 'Breakthrough', a development programme for women, NB and GNC individuals at Director level.
  - b. 'Elevate', a development programme for women, NB and GNC people at Associate Director/Senior Manager level.
  - c. A talent development programme for Managers, which includes inclusion awareness and training for all and signposts support networks in the firm.
  - d. 'Amplify', a sponsorship programme to accelerate the progression of underrepresented talent across the firm. Utilising our succession planning pipeline to identify diverse talent with promotion potential, we match individuals with a sponsor to support and influence their career trajectory.

All the above initiatives aim to develop and progress a pipeline of diverse talent in our organisation.

2. Education and awareness: We have rolled out a series of gender allyship workshops for Partners in our firm. These workshops focus on education and promoting awareness of the barriers that women and gender minorities face in the workplace and encouraging allyship from our leaders to support progression.
3. Implementing two tailored programmes, the 'New Parent Mentoring Scheme' (mentorship from other parents) and the 'Family Leave Coaching' (career coaching), to assist people returning from parental leave, thereby ensuring a smooth, supported transition back to work. We recognise that this is a critical time in the careers of our people when greater flexibility, support and mentoring is needed.

4. Introducing a clear flexible working policy allowing people to work flexible hours in an agile way, including job shares, to retain and attract high potential female talent.
5. Making a commitment to support colleagues affected by menopause, including Partnering with a company called Peppy to provide access to expert support for our people and their dependants going through menopause transition, as well as specific training for People Managers.

In addition, we will continue the following:

- Producing diversity and inclusion toolkits and training to support our People Managers in making more inclusive decisions within their teams.
- Challenging bias in promotion decisions and building a healthy pipeline of gender diverse talent.
- Monitoring headcount data from a gender perspective.
- 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 improving gender balance in interview panels, including mandatory training on equality and unconscious bias which all interviewers must participate.
- Embed transition coaching for those returning from parental leave.
- Working closely with our Gender Equality Network to raise awareness of the issues throughout the firm.
- Supporting women's health through Menopause support and education and free sanitary products in all restrooms.

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 would have been 19% if we included Directors to align with our new senior management definition).

Our target is to have 30% female representation at senior management level (including Partners and Directors) by the end of 2025.

As of August 2024, our female representation at the senior management level, incorporating both Partners and Directors, stands at 30.06%.

We are proud to announce that we have not only met but exceeded our target ahead of schedule, demonstrating our commitment and determination. This remarkable achievement is a result of the proactive measures we have implemented and the rapid progress we have made.