



## Women in Finance Charter

We know that our business is stronger when it reflects the communities we serve. Diversity of thought, background and experience enables us to innovate and create better solutions for our customers and to build a sustainable, modern business.

At RSA we take our commitment to improving the gender balance in our business seriously. That's why we are proud to have signed the Women in Finance Charter, a joint commitment by financial services organisations and HM Treasury to improve gender diversity in the financial services industry.

As a signatory to the Charter, we are working collaboratively to build a more gender-balanced industry and are committed to promoting gender diversity across all levels of our workforce. This commitment runs through our approach to recruitment, talent, succession, mentoring and training.

### **We are committed to ensuring that women make up 33% of our management group by 2020.**

To drive our progress toward this target, we have appointed Cathy Lewis, HR Director, as the senior executive who is responsible and accountable for gender diversity and inclusion. Cathy also leads the wider diversity and inclusion (D&I) strategy for the group, and is supported by Lynn O'Connor as Head of D&I for RSA Group.

“This is an important milestone for RSA and we wholeheartedly support the Women in Finance Charter. Becoming a signatory is part of our wider efforts to build an inclusive and diverse culture at RSA where talented individuals feel welcome and included. Companies with diverse workforces are more likely to succeed. We recognise the importance of this commitment to attracting and developing our people, and we look forward to putting our energy behind it.”

**– Cathy Lewis, HR Director**