



Women in Finance Charter

At RSA our vision is to create an environment where everyone can bring their best selves to work. We aim to build diversity across all levels of our company by creating an inclusive culture which attracts, encourages and is strengthened by diverse perspectives.

We are committed to promoting gender diversity across our workforce, in particular, improving the representation of women in senior roles.

When we signed the Women in Finance Charter, we set a target of achieving 33% of women in our Management Group by 2020. We not only met, but exceeded this target with women making up 34.6% of our Management Group as at 31st December 2019. We have continued to make progress, with women now making up 35.3% of our Management Group (effective 31st August 2020).

In an effort to drive further progress, we have now set specific targets for each region, to be achieved by 2022. We believe we are on track to meet our new targets by this deadline.

- **Karen Caddick (Group HR Director)**