



## Ireland's Women in Finance Charter

### A pledge for gender balance across Financial Services

Ireland's Women in Finance Charter is a commitment by signatory firms and representative bodies to achieve greater gender balance and inclusivity at all levels across the financial services sector in Ireland.

Supported by the Government of Ireland, this Charter underpins the industry's ambition to see increased participation of women at all levels, including junior, middle and senior management, leadership and board roles within financial services organisations based in Ireland.

Fostering and harnessing the talent and experience of all women in financial services is crucial in developing a strong pipeline of talent. This will lead to greater diversity of thought, experience and leadership styles in decision-making processes, for the economic benefit of the business and the wider community as a whole.

#### As a signatory to Ireland's Women in Finance Charter, our organisation commits to:

##### 1. Taking Action

- a) Making a visible commitment to the advancement of women through the various management and board levels in order to achieve a greater gender balanced and inclusive working environment.
- b) Setting and communicating stretch targets for the short and long term, recognising that each firm varies significantly in terms of business model and starting point on gender balance.
- c) Underpinning these commitments via a clearly documented action plan for gender balance and inclusivity.

##### 2. Leadership & Accountability

Leadership and accountability for progress against this charter resides with the CEO and senior leadership team or a designated member of the team. Targets and action plans will be integrated into our organisation's goals and business priorities, which will also take account of any gender diversity legislation.

##### 3. Measuring & Communicating Progress

Measuring, monitoring and publicly communicating on an annual basis on progress against the targets set, so that transparency and accountability on progress in driving change is evident.

<b>Name of Firm:</b>	
<b>Signature:</b>	
<b>Signatory Title:</b>	
<b>Dated:</b>	

#### Charter industry partners

