

Our Commitment HM Treasury Women in Finance Charter

In August 2017, we signed up to the HM Treasury's Women in Finance Charter. The Charter reflects the government's aspiration to see gender balance at all levels across financial services firms. We are proud to be working alongside the HM Treasury and over 200 other organisations to support the progression of women into senior management roles and build a more balanced, fair and representative industry.

When we first signed the Charter, we had 37.5% female representation at senior management level at Post Office. We also outlined at that time that we wanted to increase this to 40% representation by the end of 2018.

We were very pleased to have exceeded this target early. In September 2018, female representation at senior management level at Post Office was 41.1%.

A year later, we've seen this continue to improve with female representation at senior management level to 42.1%

And now in 2021 this figure is 43%.

By 2024, we aim to have a senior leadership team that is gender balanced (50% men and 50% women). This will help to ensure that our leadership team is reflective of the wider employee population, which is 54% female, as well as the communities and customers we serve.

We are continuously reviewing our Diversity and Inclusion initiatives with focus on ensuring we have diverse talent pipelines to support progression to Senior Leader roles. As we continue to drive our diversity and inclusion strategy, we will improve our diversity data to allow us to set functional targets and measure the success of our initiatives. We'll also be involving our colleagues in shaping our future values and behaviours as we identify our cultural ambition following the launch of our Purpose in September 2020, "We're here, in person, for the people who rely on us". These values and behaviours will be embedded into our HR processes to ensure we actively identify and eliminate unconscious bias and encourage diversity through ensuring fairness in reward and recognition. The action plan from the most recent Gender Pay Gap Report, alongside our Diversity and Inclusion Strategy, will enable us to drive improvements to ensure we are doing the right thing for our people and the future of Post Office.