

**Women in Finance Charter
Progress Report**

Progress against targets

The Women in Finance Charter requires businesses to set a target for female representation in senior management. Whitechurch Securities Ltd (WSL) has chosen to set further targets to support its initiative.

| Measure | Target | 5 th April 2021 | Achieved |
|--|--------|----------------------------|----------|
| Female representation in Senior Management* | 50% | 57.14% | ✓ |
| Additional targets: | | | |
| Females in workforce | 50% | 47% | - |
| Gender pay gap difference † | <10% | 16% | - |
| Workforce on flexible working | 10% | 15% | ✓ |
| Percentage of females achieving bonus in the previous year | 70% | 69% | - |

*Senior Management is defined as being the Board of Directors excluding Non-Executive Directors (NED's). NED's are not employees nor are they involved in the day-to-day management of the company. Therefore, they are not included in this data as they are not paid a salary or bonus.

† WSL measures its gender pay gap internally by following the guidance from HMRC on gender pay gap reporting for firms with more than 250 employees. WSL would like to highlight that the total number of employees at the time of writing this report is 34. Whitechurch is a far smaller firm and therefore each employee's weighting in the calculation is significantly higher than at larger firms so small fluctuations in employee numbers may lead to large differences in the final percentages.

† WSL defines flexible working as those employees contracted to either work from home or to work on a part time basis.

Whitechurch Securities Ltd is pleased to report that 57.14% of its senior management is female. At 47% of the entire workforce, WSL is close to its target of 50% female staff. It is hoped that with current recruitment the target will be achieved by 2022.

Moreover, WSL is only 6% away from the gender pay-gap difference of less than 10%. Again, it is hoped that with strategies in place this target will be achieved soon.

In March 2021, 71% of all WSL staff received a bonus with 69% of all female staff receiving a bonus. With over half of employees receiving bonus WSL acknowledges those that go above and beyond. However, it WSL would like to further the percentage of all females receiving a bonus to above 70%.

At the time of writing all employees are working from home due to the pandemic, but 15% are contracted as flexible working. The option to work from home on a flexible basis more permanently is currently being reviewed by the Board.

Whitechurch is pleased with the progress to date and will be working to ensure that all of its benchmarks are met by the target date of August 2025.

Progress on action plan

Over the coming year WSL will:

- Review recruitment and selection practices and now instructs search firms to provide improved gender diversity amongst candidates
- Increase its focus on providing female career development and leadership training
- Anonymise CVs before the initial internal screening process
- Continue to provide female career development, leadership training and increased mentoring opportunities
- Continue to identify female leaders
- Seek better gender balance in succession planning