

## Natixis CIB London

### Women in Finance Charter - Annual Update – September 2023

#### Natixis CIB London Branch remains committed to promoting Women in Finance

In 2019, our CIB London Branch signed up to the Women in Finance Charter, a commitment by HM Treasury. Diversity is an integral part of Natixis CIB's identity and business culture. Natixis CIB is committed to supporting an inclusive culture and this is demonstrated in the Strategic Plan 2021-2024 which calls for diversity in gender and culture and expects the future Natixis CIB population to "mirror our society" and ensuring every employee should feel included and valued.

#### Our Inclusion & Diversity Approach

At Natixis CIB, we firmly believe that a balanced and diverse workforce is good for business, helping create a fairer and more inclusive environment which can boost creativity and productivity. Diversity in all its forms leads to diversity of thought and ideas, which in turn delivers better innovation and better solutions and outcomes for our clients.

For these reasons, we want to continue increase the representation of women generally and particularly in senior roles. We have been taking the measures listed below to improve diversity, equity and inclusion (DEI). Our aim is also to support junior and mid-level female employees to support the future talent pipeline for females at Natixis CIB.

#### Our commitment to the charter



- We have set a target in London of 30% of women in senior management by September 2024;
- When we signed up to the Charter in September 2019, we had 17% female representation in senior management. As of September 2023, the London office has increased its female representation in senior management to 24.5%;
- Our progress is in the right direction, but not fast enough to be on track to meet the target. We remain fully committed to the 2024 target date, but acknowledge that we may not meet the target until 2025;
- The challenges we have faced include losing senior women in a very competitive market, having a Global Markets-heavy business set up, where the pool of female candidates is smaller. Our success in hiring more diversity at more junior levels will allow us to bridge the gap, but more slowly than we anticipated or would like.
- Our Senior Country Manager remains highly committed to achieving our gender diversity goals as our Accountable Executive, and our senior executive team have performance targets linked to our progress.



#### Our Action Plan



- We continue to include our **gender diversity targets** in the annual performance goals of our ExCo, and are meeting with them on a regular basis to review progress.
- We continue to review our **recruitment process** from job ad through to new joiner induction to identify opportunities to increase the number of female candidates we have for every open vacancy, including working closely with specialist diversity recruitment partners and setting ExCo goals for the percentage of women on position shortlists. We will continue to refine our approach and look for ways to make our recruitment process even more inclusive to women and candidates from diverse backgrounds.





- We continue to promote our **hybrid working model** across the London Branch, which allows colleagues to work from home between 1-3 days per week (dependent on business area).
- We have made it clearer that all colleagues are eligible to access our **parental leave policies** regardless of gender or family type and in 2023 we reviewed all related policies to make the language more inclusive.
- 2023 is the 6<sup>th</sup> year of participating in the **Moving Ahead** (previously 30% Club) mentoring program, which aims to develop a diverse pool of talent for businesses who are committed to better gender balance at all levels. Half of the mentee places are reserved for women (Mission Gender Equity) and the other half are open to all colleagues who are from an underrepresented group (Mission Include).
- We continue to invest in and support our colleague-led **Women in Natixis Network – UK (WiNN-UK)**, who have hosted an exciting series of events covering everything from building your personal brand to cross-functional mobility.
- **WiNN-UK** is now working closely with the **Multicultural Network** and the **All Equals Network** (Pride) and new for 2023 the **Early Careers Network** through a collaborative working group focused on intersectionality and amplifying each other’s messages and priorities.
- We are continuing to partner with **Inclusive Employers** to help us build on our inclusion at Natixis CIB London and make inclusion an everyday reality. This includes celebrating National Inclusion Week, including a high-profile programme of activities.
- WiNN-UK is a member of **Gender Networks** which is a membership organisation and a platform for gender network leaders to share best practice, learn, collaborate and network.
- HR continues to partner with **WorkLife Central**, which is an inclusive network for City professionals to support balancing home and family life with a progressive career. WorkLife Central also offers a mentoring program which is open to all members.
- DEI is a core part of our **Global Strategic Plan for 2021-2024** as well as an HR Priority.
- Globally, Natixis CIB has established a DEI Council. Locally in London our **DEI Committee**, chaired by our Senior Country Manager, continues to provide support, input and direction to the work of HR and the DEI Lead, and supports the ERN leads.



This commitment to the charter is a company-wide initiative and our Executive Committee have worked closely with HR and the Women in Natixis Network-UK. It is up to each and every one of us to develop and support a balanced, diverse and inclusive team at Natixis CIB.

