

Women in Finance Charter

Evelyn Partners is a proud signatory of the Women in Finance Charter

The Women in Finance Charter is a pledge for gender balance across financial services. The Charter, in short, asks financial services firms to commit to implement four key industry standards:

- Having one member of the senior executive team who is responsible and accountable for gender diversity and inclusion
- Setting internal targets for gender diversity in senior management
- Publishing progress annually against these targets
- Having an intention to ensure the pay of the senior executive team is linked to delivery against these internal targets on gender diversity



What are we doing to improve gender diversity?

Evelyn Partners is committed to working towards greater female representation within our industry, particularly within senior management roles.

When we signed up to the Charter in June 2022, we had 26% female representation in senior management and our target was 30% by December 2025. As of June 2025, we have 26.5% female representation in senior management, which is still commendable despite the sale of our Professional Services business and resultant reduction in headcount. However, this does mean we are not on track to meet our Charter target of 30% by our deadline of December 2025. We have therefore had to revise our target date to achieve 30% female representation in senior management by December 2027.

Initiatives to support this target include:

- Ensuring candidate shortlists have high levels of female representation
- Committing to talent development programmes which have strong female representation and investing in our leaders of the future
- Continually reviewing working practices to ensure they are not a barrier to progression for women within our business
- Keeping our benefits (particularly parental leave and maternity benefits) under regular review to ensure they are not a barrier to attraction or retention of women in our business
- Ensuring our culture is inclusive so all colleagues can thrive within the workplace