

# Diversity and Inclusion

The Women in Finance Charter



September 2018

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# Foreword

At Investec, we are committed to attracting, developing and retaining a diverse team of people. A diverse workforce is essential to our ability to be an innovative organisation that is able to adapt and prosper in a fast changing world. We recognise the benefits of a diverse workforce being able to contribute alternative perspectives and challenge the status quo, which is integral to the Investec culture.

We seek to be a positive influence in all our core businesses and in each of the societies in which we operate. Embedded in our corporate responsibility philosophy is that we are an organisation that lives in society, not off it. We do this by empowering communities through entrepreneurship and education, and leveraging the value of our diversity. We believe that this will ensure the best outcome for all stakeholders. We want to be a company that does the right thing by its people and in the places where we operate.

We recognise that we need to improve the gender balance across our organisation. We are dedicated to improving this in line with our commitment to promoting diversity. We know that while we have worked to address greater representation of women, we have more to do. To enable and support our commitment to this we have signed up to HM Treasury's Women in Finance Charter (the "Charter").

The Charter is a commitment by HM Treasury and signatory firms to work together to build a more balanced and fair industry. In signing up to the Charter, we pledge to promote gender diversity by:

- having a senior executive team member responsible and accountable for gender diversity and inclusion;
- setting internal targets for gender diversity at senior management levels;
- publishing progress annually against these targets;
- linking the pay of senior executives to delivery against these gender diversity targets.



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# Our commitments

Investec Bank plc (IBP), Investec Wealth & Investment Limited (IW&I) and Investec Asset Management Limited (IAM) have all signed up to the Charter. The commitments and targets in respect of the Charter are outlined below.

## **Responsible senior executive team member:**

David van der Walt (the CEO of IBP), Jonathan Wragg (the CEO of IW&I) and Kim McFarland (the COO of IAM), are the senior executives responsible and accountable for gender diversity and inclusion in their respective businesses.

## **Internal targets for senior management gender diversity:**

Our target is 30% representation of females in senior leadership roles by 2022 for IBP and IW&I and by 2023 for IAM.

## **Publishing progress annually:**

We will publish our progress against these targets annually in reports on our website.

## **Linking pay of senior executives to delivery of targets:**

We will be linking the remuneration for the IBP Executive Committee, the IW&I General Management Committee, and the IAM Executive Committee to the delivery against our gender diversity targets.

# In conclusion

We are clear on our philosophy and culture and are working towards a more balanced organisation. We are committed to diversity and inclusion and acknowledge that addressing this requires a broad and sustained effort. In addition to our commitment to the Women in Finance Charter, we have a number of other diversity and gender balance initiatives across our businesses. Further detail on these can be found in the Investec Group 2018 annual report.