

Natixis CIB London

Women in Finance Charter - Annual Update – September 2022

Natixis 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' identity and business culture. Natixis 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 population to “mirror our society” and that every employee should feel included and valued.

Our Inclusion & Diversity Approach

At Natixis, 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 increase the representation of women generally and particularly in senior roles and have been taking the measures listed below to improve inclusion and diversity (I&D). Our aim is also to support junior and mid-level female employees to support the future talent pipeline for females at Natixis.

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 31 August 2022, the London office has increased its female representation in senior management to 21.6%;



- Our Senior Country Manager remains highly committed to achieving our gender diversity goals as our Accountable Executive, and our senior executive team has performance targets linked to our progress;
- We will continue to publish our progress regularly in the future.

Our Action Plan



- In 2022 we have recruited a **full time I&D consultant** for the London Branch who is responsible for partnering with the business and our Employee Resource Networks to drive progress in our I&D priorities.

- We have introduced **gender diversity targets** into the annual performance goals of our ExCo, and are meeting with them on a regular basis to review progress.

- We have reviewed 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 have introduced a **Menopause Plan** to our private health insurance offering for colleagues and their partners.

- We have embedded 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.
- 2022 is the fifth year of participating in the **Moving Ahead** (previously 30% Club) mentoring program, with a further 10 mentors and 10 mentees, 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 more closely with the **Multicultural Network** and **Natixis Pride 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 London and make inclusion an everyday reality. This includes celebrating National Inclusion Week through 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.
- WiNN-UK 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.
- I&D is a core part of our **Global Strategic Plan for 2021-2024** as well as an HR Priority.
- Globally, Natixis has established an I&D Council. Locally in London we have established an **I&D Committee**, Chaired by our Senior Country Manager, which provides input and direction to the work of HR and the I&D Lead, and supports the ERN leads.
- We recently celebrated the ten-year anniversary of the global Women in Natixis Network – with a high profile event attended by our CEO in Paris.
- Natixis in France has signed up to the **United Nations Women’s Empowerment Principles** to further enhance Natixis’ initiatives to promote gender equality.



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. It is up to each and every one of us to develop and support a balanced, diverse and inclusive team at Natixis.

