



“GENDER DIVERSITY IN FINANCE” CHARTER

A PLEDGE FOR GENDER BALANCE ACROSS THE BELGIAN FINANCIAL SERVICES SECTOR

In order to provide fair and equal opportunities for men and women in the Belgian financial sector, we need to raise awareness and take action to ensure gender balance at all levels in our sector and to nurture the inclusive culture necessary to sustain it.

In Belgium, only 25% of executive positions in the financial sector are held by women. Despite various government regulations - at national¹ and European level² - intended to help women climb up the corporate ladder, the situation at board level is similar (source: Febelfin).

We are convinced that the collaboration, united efforts and complementary talent of male and female individuals will allow financial institutions to benefit from valuable, collective intelligence.

Promoting gender balance is also an effective driver of inclusive leadership, where the voices and contributions of all stakeholders are taken into account to obtain optimal results and to enhance sound corporate responsibility and performance.

Last but not least, firms integrating gender diversity as part of their strategic vision and corporate organisation are in a better position to retain top talent, attract new talent and build credibility and respect, making talent a competitive advantage.

This Charter reflects the aspiration of signatory firms to work together to achieve gender balance at all levels across the financial sector. The signatory firms commit to setting goals, taking concrete actions and determining positive targets in this respect.

¹ e.g. the 2011 Quota law stipulating that at least one-third of the board of directors of state-owned and publicly traded companies “should be of a different gender than the other members of the board of directors”.

² e.g. the 2006 Directive of the European Parliament and the Council on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

By signing this Charter, each signatory firm will:

- identify glass ceilings (levels where your company loses more women);
- support the progression of women into senior roles in the financial sector and therefore, define internal gender balance objectives - expressed in self-chosen targets - to progressively reduce imbalances, focusing on the executive level and middle management pipeline;
- measure progress against goals;
- sharing your gender progression at different levels and your gender equality initiatives with Wo.Men in Finance;
- build diverse succession benches to ensure a strong pipeline of talent leading to board level;
- publish and promote a diversity, equity and inclusion strategy which targets results at all levels of the organisation;
- take into account their own starting point, recognizing that other firms within the sector may be at different levels and have different strategies;
- make sure that the commitment is set at the top of their own organisation;
- commit to identify and share potential impediments and best practices in order to enhance the progression of women;
- consider the appointment of a diversity manager and/or gender balance expert(s), if those roles do not yet exist.

As a member institution, you agree to :

- ❖ All the points mentioned in the Charter
- ❖ A yearly fee depending on the size of the institution, allowing Wo.Men in Finance to develop tools and activities for the members.
 - This fee is calculated based on number of employees working in Belgium in your company.
 - Less than 250 employees : 1100 EUR/y
 - Between 250 and 500 employees : 2750 EUR/y
 - Above 500 employees : 5500 EUR/y



The benefits of being a member of Wo.Men in Finance are :

- our yearly event (for all employees)
- our yearly CEOs breakfast
- our yearly HR Directors session
- our workshops organised yearly (some online, some in physical presence) on various themes going from how to use AI inclusively to how to start employee resource groups, on sexism prevention or inclusive job ads...
- free consultancy (in-house training or presentation, adapting a job ad to make it more inclusive, reviewing your gender KPIs...) depending on availability
- receiving your own benchmarking report, comparing your gender results with those of the sector, with tailored advices
- co-animation of a first in-house event to introduce Wo.Men in Finance
- access to our toolkits
- joining one of our 6 workstreams
- access to our database of DEI Experts
- exchange of best practices with other members of the network
- access to our annual report, General Assembly, Advisory Board

Name of the institution :

Name of the Signatory :

Position of the Signatory :

Name & Email of the contact person:

Date and location :

Signature :

The Wo.Men in Finance Team is thrilled to have your institution joining our Diversity, Equity and Inclusion journey together with our current members who already represent 90% of the financial sector