

Natixis London Branch

Women in Finance Charter - Annual Update – September 2021

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' 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 2021, the London office has increased its female representation in senior management to 20%; this has reduced slightly from 31 August 2020 (23%) because of a high proportion of female leavers due in part to global reorganisations;



- Key responsible executives, accountable for gender diversity and inclusion will continue to promote this initiative;
- We will continue to publish our progress regularly in the future;
- Our senior executive team have a goal linked to gender diversity.

Our Action Plan



- Our Accountable Executives led a number of **focus groups**, aimed at junior, mid-level and senior females to gain feedback on how to build and retain female talent at Natixis.
- The London Office is 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, including a programme of activities.
- Last year, we celebrated the five-year anniversary of the Women in Natixis Network – UK (WiNN-UK).



- 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 teamed up with Carrie Swift from 'Love Public Speaking' to provide a program of interactive workshops titled '**Hours of Confidence**', which was a program covering building confidence, personal branding, negotiation skills and strategic networking.



- WiNN-UK continues to partner with **Cityparents**, which is an inclusive network for City professionals to support balancing home and family life with a progressive career. Cityparents also offers a mentoring program which is open to all members.
- 2021 is the fourth year of participating in the **30% Club** mentoring program, with a further 10 mentors and 10 female mentees, which aims to develop a diverse pool of talent for businesses who are committed to better gender balance at all levels.
- Celebrating **International Women's Day**, the theme for 2021 was Inclusion & Diversity and this campaign was led by our Exco in collaboration with WiNN.
- The **Natixis Pride Network** celebrated its one-year anniversary in London and continues to support LGBT+ employees, the wider gender diversity and to make Natixis more inclusive.



- We have moved to a **hybrid working model** across the London Branch, which has been accelerated by Covid-19 which saw 97% of our workforce working from home during the peak of lockdown.
- We have increased our focus on **shared parental leave** and have seen an increase in the number of applications.
- We have increased our paid **Paternity Leave** from 2 weeks to 4 weeks, in line with our global program.
- Launched the "**Let's be the change**" global campaign inviting all employees to play their part to promote respect for all and to make Natixis a more inclusive, diverse and global company.



- 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 and a network of I&D Champions globally to support its I&D efforts. Locally in London we have established an **I&D Committee**, a sub-committee of Exco, which brings greater emphasis on I&D at senior level and aims to publish and work towards key objectives.
- Natixis in France has signed up to the **United Nations Women's Empowerment Principles** to further enhance Natixis' initiatives to promote gender equality.
- A new **Multicultural Network** will be launching in September 2021 which will raise awareness of the different backgrounds of our global workforce, including cultural, religious, socio-economic, and ethnical uniqueness.



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.

