

HMT WOMEN IN FINANCE CHARTER ANNUAL REPORT FOR 2023

Our commitments:

As a signatory of the HM Treasury Women in Finance Charter we made four commitments:

- Nominate a senior executive team member to be accountable for gender diversity and inclusion.
- Set targets for gender diversity in our senior management.
- Link the pay of the senior executive team to delivery against our gender diversity target.
- Publish progress annually against these targets in reports on our website.

Our progress in 2023:

Nominate a senior executive team member to be accountable for gender diversity and inclusion:

- Barry O'Dwyer, our Chief Executive Officer, is accountable for gender diversity and inclusion (D&I) across Royal London. He is also our Diversity and Inclusion Executive sponsor, accountable for the successful delivery of our strengthened Diversity and Inclusion Strategy to build an inclusive culture where our workforce represents the diversity of our customers and communities and where colleagues feel they can learn, develop and make a difference.
- Our newly established group of Senior Leadership Team D&I sponsors, working with our Head of Culture, Engagement and Inclusion, ensures that our Strategy is translated at local business level with targeted local positive action plans to complement our central D&I Strategy and five-point positive action plan. Our aim is for these sponsors, working together, to realise opportunities across their local business area to drive change forward and make a positive difference.
- Our four inclusion networks ensure colleague voice shapes and drives our focus and each network is sponsored by a member of our Executive team. We're proud of the positive difference our Women's network, Pride LGBTQ+, Race, Ethnicity and Cultural Heritage (REACH) and Disability Awareness network (DAWN) which includes a focus on neurodiversity make.

Set targets for gender diversity in our senior management:

- Our HMT WIF target is to have 42% female representation in our senior roles by 2025.
- We are at 37.2% women in our senior leader population at 1 December 2023.

Link the pay of the senior executive team to delivery against our gender diversity target:

- Our HMT WIF target forms part of our Royal London Group Scorecard for 2023 which determines our annual variable pay.

Publish progress annually against these targets in reports on our website:

- Our strengthened Diversity and Inclusion Strategy launched in 2021. We are now in our third year of driving this strengthened Strategy and five-point positive action plan forward. We are focused on activities under five key pillars to drive change which includes continuing to build an inclusive workplace together with increasing the diversity of our workforce, with a specific focus on women in senior roles and increasing wider ethnicity representation across all roles.

- The top three actions we've taken through 2023 to move the dial on increasing women in senior management are:

1) Continued focus on embedding inclusion through all stages of our colleague life cycle to support and enable our female colleagues to progress their careers at Royal London and to ensure we have the best culture to welcome female new joiners to Royal London:

Positive actions taken in 2023 include:

(a) stronger promotion of our vacancies internally to encourage women to apply. This includes the launch of our new monthly vacancy spotlight which highlights transferable skills and is targeted at women and other colleagues from under-represented groups

(b) targeting women externally to apply for our vacancies through improved adverts and a more targeted attraction strategy including a new library of 80 colleague photograph images

(c) sharing career progression stories from our female colleagues to inspire others

(d) specific focus on gender during our talent and succession meetings to ensure we manage unconscious bias and other challenges

(e) continuing to act on any annual equal pay audit findings

(f) supporting our women's inclusion network with their focused activities, including collaboration on events and provision of budget for external speakers

(g) renewed focus on diverse pipeline talent with our new Group-wide early careers approach launched in 2023 where 50% of offers were made to female candidates.

2) Supporting all leaders to be strong female allies and to support and enable women in their teams to consider wider opportunities, including progressing their careers:

We have spent time encouraging and supporting leaders to focus on career development in their monthly 1:1s with all colleagues and particularly with our women. This includes encouraging discussions on opportunities available across Royal London to help their support their future careers.

We also encourage all leaders to be ally members of our Women's network which is sponsored by a member of our Group Executive Committee.

3) Proactive targeted initiatives to support and encourage women to put up their hand for opportunities:

Our female focused internal programmes aim to retain, develop and empower women. They are open to all and we ask our leaders, our Women's network and wider allies to specifically encourage women to register. These programmes include our Career Confidence programme and our various mentoring programmes including our new Reciprocal Mentoring programme launched in 2023.

Our Career Confidence programmes have been our most successful D&I and talent programme to date, empowering women across our firm to put their hand up for opportunities including applying for new roles, taking on additional responsibilities, mentoring others, volunteering, speaking at events, leading project groups, stepping up to organise inclusion events, gaining places on external Boards, taking on school governor roles. Over 150 colleagues took part in Cohort 1 of the programme through 2022 and 170 colleagues participated in the 2023 programme with the final mentoring phase running until April 2024.

Our talent strategy complements our programmes by identifying emerging female talent across the Group and ensuring targeted development supports their progression, alongside our male colleagues. Our approach includes the launch of a new leadership programme from July 2023 where 57% of the cohort are women.