



Women in Finance Charter – Our Commitment

Family Assurance Friendly Society Limited, trading as OneFamily, values the importance of gender balance within the organisation, that is why we committed to the Women in Finance Charter in 2019.

We pledge to continue to support diversity within OneFamily and are committed to increasing representation of women in senior leadership roles and throughout the organisation.

The Women in Finance Charter commits financial services organisations to:

- Set internal targets for gender diversity in senior management;
- Appoint a member of the senior executive team to be responsible and accountable for gender diversity;
- Publish progress annually against these targets in reports on our website;
- Ensure pay of the senior executive team is linked to delivery against the internal targets on gender diversity.

Our commitment is to:

- Maintain a minimum of 30% female representation within Senior Leadership roles* by the end of 2021;
- We will annually publish our progress against our targets.

*Our Senior leadership role is defined as our Non-Executive Directors, Executive Directors, Direct Reports of our Executives and certain other Senior Management roles within our job framework.

We know there is more we can do as an organisation and will continue to strive to support diversity through:

- Aligning our Diversity & Inclusion (D&I) strategy with our business strategy;
- As part of our D&I Strategy, we have changed our recruitment practices, provide training on unconscious bias; enhance our management development programme and are looking to provide inspiration and mentorship for women;
- We will continue to drive accountability through our senior executive team;
- Continue to communicate our commitment and how we aim to achieve it.

