

Women in Finance Charter - NHBC Statement 2024

In July 2016, NHBC was proud to become one of the first signatories of the HM Treasury Women in Finance Charter, a government-backed initiative designed to improve gender diversity in senior positions across the financial services sector.

Increasing gender diversity is integral to our long-term goal for NHBC. We recognise that being able to attract, develop and retain top female talent is vital and organisations with gender diverse senior management teams perform far better. Our senior management recognise and acknowledge the importance of including diversity and there are conscious decisions being made to ensure we have gender and ethnic representation across all employee levels and business areas. We continue to ensure strong governance of our reward arrangements, with Board level oversight provided by the Remuneration Committee.

The Women in Finance Charter commits financial service firms to link the remuneration packages of their executive teams to gender diversity targets. The charter encourages companies to commit to:

1. Having one member of the senior executive team responsible and accountable for gender diversity and inclusion
2. Publishing progress annually against these targets in reports on our website
3. Setting targets for gender diversity in senior management
4. Ensuring pay of the senior executive team is linked to delivery against these targets.

Below is NHBC's response to these commitments:

1. To proactively support gender diversity, our Commercial Director and ExCo Member, Kim Bromley, was appointed as the Executive Sponsor, responsible and accountable for diversity and inclusion within our organisation.
2. As a founding signatory of the HM Treasury Women in Finance Charter, we proactively set gender targets and publish our progress on NHBC's website each year.
3. Our ambition is to increase the number of our senior manager roles led by women to 45% by 2025. At the end of 2024, 50% of our Non-Executive Directors (NEDs) and 33% of our Executive Committee (ExCo) are female. Female senior managers, as a percentage of total senior management, are 36.84%.
4. Delivery of improved diversity demographics is one of the key deliverables in our Group Business Plan. As part of this, our bonus scorecard under Talented and Capable people for DE&I, is to make tangible progress towards increasing female representation, especially in technical roles and these targets are also linked to senior leaders' long-term incentive plans.

We're determined to embrace diversity in all its forms and to create an inclusive workplace where every employee can fulfil their potential. We are proud to support the Women in Finance Charter and we're committed to improving our gender diversity amongst senior management.