

# Our commitments under the Women in Finance Charter

Sally Lake • December 31, 2023

We believe a balanced and diverse workforce is good for business – good for our people, our customers and for profitability.

Not only do we have a vision to make Beazley feel truly inclusive, with a great diversity of talent across all levels of our business, we also want to play our part in building a more balanced and fair insurance sector. All elements of diversity are important to us and we're the first to recognise that there is always more that we can do.

We are proud to be an "**HM Treasury's "Women in Finance Charter"** signatory. In 2017, we committed to ensuring that women would comprise of at least 35% of our senior management population by December 2020.

We are pleased to have now met this original target and as of 1st January 2023, 43% of people in our senior management team are women. We are committed to reaching at least 45% female representation in senior management by the end of 2023, and we are currently on track to make this target.

*Our Finance Director, **Sally Lake**, is responsible and accountable for gender diversity and inclusion at Beazley.*



**Sally Lake**

Group Finance Director

