

HM Treasury's Women in Finance Charter Statement 2025

At Vanquis, we believe improving female representation at senior management level is essential to the long-term sustainability of our Group. We are committed to building a workforce that is inclusive, diverse, and reflective of the 1.69 million customers we serve and the communities in which we operate.

As a signatory to HM Treasury's Women in Finance Charter since March 2019, we have pledged to improve gender diversity in senior positions within financial services. At the time of signing, 30% of our senior management population were women. We set a target to increase this to 40% by December 2026.

Progress has been steady: as of July 2025, female representation stands at 34%. While we are encouraged by this improvement, we recognise there is more to do to reach our Charter commitment. We will review our target in 2026, following the launch of our new Group strategy earlier this year.

Since our last Charter submission in 2024, we have refreshed our purpose: to deliver caring banking so our customers can make the most of life's opportunities. Our customer-led strategy is informed by deep insights into the lives and needs of those we serve.

We celebrate the diversity and individuality of modern society, and these principles form the foundation of an inclusive culture where colleagues are empowered with the skills, career pathways, and supportive environment to thrive.

Key deliverables and initiatives

- **Gender-balanced recruitment:** We strive for balanced shortlists for senior leadership roles and partner with recruiters who share our inclusion and diversity values.
- **Professional Women's Network:** Our internal network supports, connects, and champions women across the Group throughout their leadership journey.
- **Technology, Data & Change:** We are developing succession pipelines in these critical functions to strengthen gender balance and support future senior appointments.
- **Flexible working:** Our hybrid model broadens access to talent, reduces geographical barriers, and promotes work-life balance.
- **Women's Mentoring Programme:** A dedicated programme to support career development and progression into senior leadership roles.
- **Women in Leadership Apprenticeship:** In partnership with Raise the Bar, we launched a flagship apprenticeship programme to develop future female leaders.

- Enhanced benefits and policies: Through Your Vanquis, we refreshed benefits to support inclusion, flexibility, and wellbeing - creating a workplace where colleagues feel valued and inspired to grow.