

From Kate Mills, Head of People, Newton

30% by 2023: Our commitment to women in leadership

We believe that we all thrive from working with different people. That's why we want to make everyone at Newton feel valued for what they bring- regardless of gender, background, ethnicity or personal circumstances.

Gender pay equality is just one of the initiatives that we are working towards. We believe that having more women in leadership positions will help us create a more inclusive workplace and drive gender equality across all levels of Newton.

Our first step to achieving this is a commitment to having 30% of our leadership positions occupied by women by 2023. We're working closely with 'The 30% Club', a campaign group to increase gender diversity on boards and in leadership, to help us with this.

We won't stop there. By 2028, we want women to occupy 40% of leadership positions at Newton.

Our recent *Equality, Diversity & Inclusion* survey provided us with powerful insight into other ways we can drive inclusion across Newton and also helps us establish base-lines across a range of diversity characteristics, in addition to gender. Since this survey, we've put in place the following additional initiatives:

- We have updated our parental leave policy so that we are now in the top quartile of shared parental leave
- Partnering with the Social Mobility Foundation to help create and support further opportunities for people from different backgrounds
- We are hosting equality, diversity and inclusion workshops across Newton to keep the conversations about the topic 'live'
- Reviewed every step of our recruitment process to ensure that we create a level playing field for all candidates, including looking at gender-coded language, holding events with diverse groups and training our assessors to ensure no bias occurs.

Newton was created to be different. Creating a workplace that attracts and welcomes diverse talent and insight, and supports them to thrive, is fundamental to our success, and close to our founders' hearts.

Further details about what else we are doing to drive workplace diversity and equality will be published in our forthcoming Gender Pay Gap report. If you'd like to hear more about what we're doing, or would like to get involved, please feel free to contact me.