



LUXEMBOURG WOMEN IN FINANCE CHARTER

A pledge for gender balance in the Luxembourg
financial centre



THE CHARTER



The Luxembourg **Women in Finance Charter** (the “Charter”) is a commitment by signatory firms and representative bodies to achieve greater gender balance and inclusivity across the Luxembourg financial services sector.

Supported by the Luxembourg Ministry of Finance , this Charter underpins the industry’s ambition to see increased participation of women at all levels within financial services organisations and representative bodies in Luxembourg.





Encouraging gender balance in the financial services sector is decisive in building a solid talent pool. This will lead to a greater diversity of thinking, experience and leadership styles in decision-making processes, for the economic benefit of the business, clients and the wider community.

Recognising the sector's diversity and firms' different levels of maturity on gender balance, this Charter encourages each signatory to set its own measurable objectives to promote gender balance.

PLEDGE

AS A SIGNATORY OF THE CHARTER, OUR FIRM COMMITS TO:



promoting the progression of women at all levels, including at senior and board levels



appointing an Accountable Executive (AE) who is responsible and accountable for gender diversity and inclusion



setting internal targets and action plans which will be integrated into our firm's goals



supporting transparency by publicly reporting on progress against these targets annually on our firm's website

Name of firm:

Signature:

Signatory name:

Signatory title:

Date:
