

Our commitment to Women in Finance

In 2024 The Co-operative Bank embarked on a new approach to Equality, Diversity, and Inclusion (EDI) with a renewed focus and a three year EDI strategy in place that aligns our goals with our values, ethics and strategic cultural aims.

Despite a year of significant change for the Bank, which included an organisational restructure, we maintained a strong balance of women in senior leader positions. We ended the year with 43.2% of senior positions being held by women.

Following the sale of The Co-operative Bank on 1 January 2025, we have some exciting opportunities ahead as part of the Coventry Building Society Group and are already seeing progress towards our 45% aim. Our determination and resilience is as strong as ever to achieve a greater gender balance.

We are proud of what we've achieved so far, but we know that there is still more work to do to drive our commitment, not only to improve the gender and ethnicity representation and balance, but in all other aspects of diversity.

About the Women in Finance Charter

The Co-operative Bank was one of the first banks to sign up to the HM Treasury's Women in Finance Charter (Wifc) in 2016, and since then has remained committed to improving its female representation at senior leadership levels.

The Charter encourages signatories to develop colleagues with the potential to progress, setting expectations for improving gender diversity in senior management roles, and requiring firms to publicly report on progress against those expectations to drive change.

It helps improve opportunities and progression for women, and ensures that talent rises to the top in the finance sector regardless of gender.



Committed to co-operative values and ethics

At The Co-operative Bank, we strive to create a vibrant, ethical and sustainable working environment that celebrates diversity and promotes inclusion. We work to ensure our working community is a place where everyone feels respected, valued and supported to achieve excellence.

Our Equality, Diversity and Inclusion Strategy

We know how powerful a truly inclusive and diverse community can be, where everyone feels they belong, can be their authentic selves and can use their voice for positive change. Our commitment to the values and ethics of the co-operative movement continues to be demonstrated in our EDI strategy, developed and led by an EDI specialist, and includes a strong focus on:

- Increasing the number of women in senior roles at The Co-operative Bank
- Increasing the number of women in historically male-dominated areas
- Building a better gender balance across all levels of the organisation
- Building an ethnicity balance which is representative of the UK population across all levels of our organisation
- Overall, building a more diverse workforce which reflects the diverse society we operate within.

The strategy focuses on a number of themes, including overall gender representation. It further compliments our values and ethics to ensure we are fully embracing and celebrating the rich diversity within our society.

We believe that this focus on a more diverse workforce will create more productive, successful and engaged colleagues and will consequently help us reduce our gender and ethnicity pay gaps over time and address inequalities overall.

The strategy has been designed alongside an enhanced view of the workforce's EDI-related data, an overall review of EDI provisions, learning and awareness, and regulatory and reporting responsibilities.



Driving positive change



The EDI Lead is responsible for implementing EDI initiatives that will drive positive changes

We're driving positive change through a series of programmes and in collaboration with the Bank's colleague Inclusion Networks. These include an inclusive recruitment project, inclusive self-assessment tools and workforce data dashboards. Investment in EDI practitioner guidance will also allow us to build on our foundations and commitments to not only improve the number of women in senior leadership roles, but create greater balance gender representation across the business.



We understand that simply having diversity in our workplace is not enough; we must create an inclusive environment where all people can contribute their best work

We still have much to do but with a firm strategy in place and increased engagement and commitment throughout the business, we look forward to sharing our future achievements and progression.

What we do together adds value to ourselves, our colleagues and our customers. It matters.

The **co-operative** bank

Ethical then, now and **always**

