

At Tesco Underwriting we are committed to having an inclusive environment where everyone feels welcome and able to participate and achieve their potential. Where everyone is treated with dignity and respect, where talents and skills are valued and where everyone feels able to be themselves.

Being a signatory to the Treasury's Women in Finance Charter is one of the ways we enhance our workplace that already reflects the diverse society we live in and the Tesco customers we serve.

When we signed the Charter in 2018, we had 33% female representation in senior management. As of 31<sup>st</sup> August 2020, we have 40% female representation. We believe we have met our Charter target by our deadline.

We remain committed to gender balance across our business and will continue to recognise, support and enable our female talent throughout our business and in our senior management population.

Attracting, recruiting and developing talented people into our business is hugely important to us and we are excited by the opportunities this will present for all of our people.

Steve Kingshott

CEO

**TESCO** Underwriting

