



### Banking Standards Board (BSB) signs up to the Women in Finance Charter

The BSB's senior management team is its Executive Committee (ExCo). ExCo currently has seven members; four of these are women. We aim to maintain gender balance on ExCo, and to ensure that the proportion of women (or men) on ExCo in any year does not fall below three out of eight members (or c. 40%, if the size of ExCo changes).

We have activities to promote gender and other aspects of diversity, but (given the size of the organisation, at c. 30 people) no other specific targets.

BSB remuneration does not include a variable pay element, so we cannot link pay directly to gender diversity targets. Gender diversity will, however, be one of the factors taken into account when reviewing the management and leadership performance of members of the senior executive team.