



## Deutsche Bank Women in Finance Charter update – 2019 (progress year ending 31.12.2018)

Deutsche Bank is proud to be a founding signatory of the Women in Finance Charter (WIFC) in the UK. During 2019, Stuart Lewis, Member of the Management Board, was named as the UK Accountable Executive for progress under the Charter.

The bank continues to meet the requirements of the Charter, including regular reporting on gender diversity and executive accountability for progress in this area. The bank has global gender diversity commitments and programmes in place to help to develop a pipeline of women for senior roles, and publicly reports on progress in the annual [Human Resources Report](#).

For Charter purposes, the bank refers to the German Gender Quota Law targets put in place to comply with legislation in Germany, which came into force in 2016.

### Annual WIFC update for December 31, 2018 : female representation in senior leadership:

- **Women on the Supervisory Board:** 30%, in line with the statutory minimum in Germany
- **Women on the Management Board:** 11.1 % (one woman on the Management Board), and on track to meet the next goal of 20% women by June 30, 2022
- **Management Board direct reports:** 20.8 %, in line with the goal of 20% by December 31, 2020
- **Management Board minus 2:** 20.9 %, and on track to meet the next goal of 25% by December 31, 2020.

Full details of the bank's goals are also set out in the annual [Human Resources Report 2018](#)

Deutsche Bank continues to drive a number of initiatives to actively promote the increased participation of women. We continue to make progress regarding the representation of women in senior positions with a 24% increase since 2010 in the number of women Managing Directors and Directors. Women in officer positions increased by 33% in the same period.

Initiatives underway include:

- Accomplished Top Leaders Advancement Strategy (ATLAS), launched in 2009: a programme designed to support women progressing to senior positions. The fifth cohort of women Managing Directors joined the programme in 2018. 100% of programme alumnae are in bigger or expanded roles including at Management Board minus 1 and minus 2 level.
- In 2018, we achieved increased representation of women across the bank's talent acceleration programmes for high-potential employees. Women comprised 38% of participants on the bank's Director Talent Acceleration programme (up from 34% in 2017) and attend a preparatory module - Women Global Leaders (WGL). WGL launched in 2010 and was originally a stand-alone development programme before merging with the main Talent Acceleration programme. Based on research findings and designed to address known barriers to female progression, WGL helps create an even playing-field for women

participants. On the bank's Vice President Talent Acceleration programme in 2018, women comprised 37% of participants in 2018 (up from 34% in 2017).

- The proportion of women joining the bank's graduate programme continues to increase. At a global level, the number of women graduates rose from 37% in 2017 to 41% in 2018. In the UK, women graduates rose to 45% of intake in 2018, up from 33% in 2017. We have seen success in recruiting women into technology graduate roles where the female candidate pool is smaller. We hired 39% women in 2018 on the technology programme.
- In the UK, Deutsche Bank offers eligible employees enhanced pay for maternity and shared parental leave. We know that recognising all parents as working parents in the Bank will help narrow the gender pay gap over time. A comprehensive parental coaching programme has been in place since 2008 which supports employees through the transition to become working parents in the context of their professional life. Managers are required to attend manager transition coaching when a direct report takes maternity leave or a significant period of shared parental leave. A parental buddies scheme and a family-focussed Employee Resource Group help connect employees for support and advice in the workplace.
- Sourcing and hiring talented women remains a priority and a number of initiatives are underway to ensure the hiring process is as inclusive as possible:
  - a gender decoder tool is applied to job descriptions to ensure the language is gender-neutral and appeals to a broad range of candidates
  - job descriptions are more "readable" with improved content/structure and new branding on job adverts appeals to as diverse a pool of candidates as possible
  - A Return to Work programme was developed and will launch in 2020 – offering permanent roles and specially designed digital learning resources.
- Creating a pipeline of women for the industry is important too. Pathways to Banking is a pioneering social mobility programme which improves access to banking and finance careers for high-achieving students from less advantaged backgrounds. Deutsche Bank partners with the Sutton Trust, an educational trust agency, and programme goals are to raise aspirations, develop employability skills and break down barriers by providing university insights, work placements, skills workshops and mentoring. In 2018, 46% of the participants were women.
- The bank has partnered with and provided mentors for STEMettes since 2014. STEMettes encourages young women to consider careers in science, technology, engineering and maths (STEM), as part of the bank's "[Born to Be](#)" youth engagement programme.

More information on Deutsche Bank's global diversity and gender equality agenda, including its gender diversity goals and progress, is available in the [Human Resources Report 2018](#)