

## **PRESS RELEASE**

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# **SOCIETE GENERALE IN THE UK SIGNS WOMEN IN FINANCE CHARTER**

London, February 21, 2019

**Societe Generale in the UK has signed the Women in Finance Charter, confirming its commitment to supporting the progression of women into senior roles across its UK business.**

The Women in Finance Charter is a UK Government sponsored initiative which reflects the aspiration to see a more equitable and fair industry in terms of gender balance at all levels across financial services.

By signing the Charter the bank has confirmed its commitment to supporting the progression of women into senior roles by focusing on the mid-tier to senior level pipeline.

The Charter is comprised of four pledges, with the bank's commitments below:

- 1. Have a senior executive take responsibility and accountability for gender diversity and inclusion.**
  - Both **Sadia Ricke**, Chief Country Officer, UK and **Christophe Lattuada**, Global Head of Prime Services and CEO of SG International Limited are the main sponsors who will spearhead the programme.
- 2. Set internal targets for gender diversity across senior management.**
  - Target is to increase the number of women in senior roles by **at least 3%** across the UK platform to reach a **minimum of 25% by 2022**.
- 3. Publish Societe Generale's progress annually against these targets on the bank's website which will directly link to the HM Treasury website.**
  - As defined by HM Treasury, the bank will publish its targets by September 2019 and report on progress annually to support the transparency and accountability needed to drive change.
- 4. Link the senior executive team's reward with delivery against our gender diversity targets.**
  - Each UK Executive Committee member will have a diversity and inclusion objective linked to how their business under their scope of accountability contribute to the overall UK result. Their performance will be measured against their creation and implementation of their annual diversity and inclusion plans.

**Sadia Ricke**, Chief Country Officer, UK said:

“As a Group, with 44% of managers being female, and 50% of the board of directors women, Societe Generale has a firm commitment to promoting a diverse workforce. We are keen to bring increasing gender diversity at a senior level in the UK and signing up to the Women in Finance Charter is a natural step for the bank towards achieving this goal. As well as building on our own initiatives, it is important that we work together as an industry promoting diversity in all of its forms to ensure financial services continues to be a key sector for attracting and nurturing diverse talents, and this is also something we will work towards.”

**Press contact:**

**London**, Murray Parker +44 (0)20 7676 6771, [murray.parker@socgen.com](mailto:murray.parker@socgen.com)  @SG\_presse

**Societe Generale**

Societe Generale is one of the leading European financial services groups. Based on a diversified and integrated banking model, the Group combines financial strength and proven expertise in innovation with a strategy of sustainable growth, aiming to be the trusted partner for its clients, committed to the positive transformations of society and the economy.

Active in the real economy for over 150 years, with a solid position in Europe and connected to the rest of the world, Societe Generale has over 147,000 members of staff in 67 countries and supports on a daily basis 31 million individual clients, businesses and institutional investors around the world by offering a wide range of advisory services and tailored financial solutions. The Group is built on three complementary core businesses:

- **French Retail Banking**, which encompasses the Societe Generale, Crédit du Nord and Boursorama brands. Each offers a full range of financial services with omnichannel products at the cutting edge of digital innovation;
- **International Retail Banking, Insurance and Financial Services to Corporates**, with networks in Africa, Russia, Central and Eastern Europe and specialised businesses that are leaders in their markets;
- **Global Banking and Investor Solutions**, which offers recognised expertise, key international locations and integrated solutions.

Societe Generale is included in the principal socially responsible investment indices: DJSI (World and Europe), FTSE4Good (Global and Europe), Euronext Vigeo (World, Europe and Eurozone), four of the STOXX ESG Leaders indices, and the MSCI Low Carbon Leaders Index.

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