

Women in Finance Charter

At Vanguard we fundamentally believe that diversity strengthens the financial services industry's range of perspectives and its capacity to make better decisions. We are committed to fostering a more diverse workforce across investment management, enabling an industry environment that aligns with and better serves the public.

In June 2018 we signed the Women in Finance Charter. [The Women in Finance Charter](#) is sponsored by HM Treasury and is a pledge for gender balance across financial services. As part of our commitment to improving gender diversity we pledged to increase the number of women in senior management positions.

When we signed the Charter, the proportion of our senior management roles filled by women was below 30%. Today it is 37% and we have set ourselves a new target of reaching 39% by August 2023.

