



**MIZUHO**

Mizuho  
International plc

Women in  
Finance Charter  
2022 Annual  
Review

# Women in Finance Charter 2022 Annual Review

## **What is the Women in Finance Charter (WIFC)**

In March 2016, the UK government, via Her Majesty's Treasury (HMT), launched the WIFC. The aim is to encourage the financial services industry to improve gender balance in senior management. The Charter now has more than 400 signatories covering 950,000 employees across the financial services sector.

## **The four principles of the WIFC are:**

1. Having one member of the senior executive team who is responsible for gender diversity and inclusion.
2. Setting internal targets for gender diversity in senior management.
3. Publishing progress annually against these targets on a page on the company's website dedicated to their Charter commitment.
4. Having an intention to ensure the pay of the senior executive team is linked to delivery against these internal targets on gender diversity.

## **Mizuho International as a founding signatory**

We are proud of our status as one of the founding signatories of the WIFC. When we signed up to the Charter we had 14.8% female representation in senior management positions. As of the end of August 2022, we had 20.56% female representation in senior management roles.

We remain strongly committed to our pledge and to making positive sustainable change. As such, we have set a future aspirational target of 33% of senior management roles being held by females by September 2030.

(Our definition of senior remains permanent local hires at Executive Director rank and above).

## **Our journey so far**

Our Board and Executive Committee strongly support the business case for gender equality, and value inclusion and diversity as an integral part of our strategy for competing in the current and future marketplace, as well as for driving business performance and success. We have put in place a number of initiatives that aim to support our progress including those on flexible working, recruitment and active talent management:

- We continue to further embed our supportive and inclusive workplace culture, which is supplemented by a range of competitive family friendly policies and the promotion of flexible working.
- The vast majority of our roles are now flexible with elements of homeworking along with the option of utilising our core hours policy. This flexible/hybrid working approach is available regardless of seniority or gender, which is important as by making flexible working the norm for all (rather than for example just females with caring responsibilities) we are aiming to level the playing field within the work environment. Our ongoing partnership with My Family Care also offers a range of support services and information to our employees and their families to better support everyone in balancing work and life.
- For the second year, we have undertaken a returners programme with roles across a number of teams for employees who are re-entering the workplace after a period of time outside of paid employment. This is a key step forward in increasing the number of female employees within financial services and supports us in building a strong talent pipeline for the future.
- One of our key focuses is strengthening our junior talent pipeline. We continue to run our graduate programme whilst committing to a 50:50 gender balance. Furthermore, we once again hosted a successful 10-week summer internship programme across both our front office and corporate functions, which also had an equal gender balance.
- We have had an increased focus on menopause this year and have embedded this into our company culture - from appointing a menopause champion to creating awareness via talks and training sessions. Our company frameworks now include menopause as a way of life, and we have enhanced our benefits support to include bespoke support for our employees and their partners around menopause. This focus supports all our employees to have fulfilling roles at every stage of their careers and aims to ensure we retain our key talent.
- Our Inclusion Network continues to play a key role in enabling our employees to drive change across the business, and targeted mentoring and development programmes continue to underpin the development of our key talent pipelines including our female talent.