

Women in Leadership – Women@Page 2018

ATTRACTING TALENT



'Join Us' site attracting diversity



D&I portal on external websites



Using Video to attract talent 'Page is People'



Diversity Careers Fairs



Linked-In Alumni network



Returners Programme



The Sunday Times Best 100 Companies to work for

SUPPORTING TALENT



New **Performance Management Tool**



Launched **Dynamic Working** - flexible working culture



Pre/Post Maternity Workshops



Parents Seminars/Workshops – **Parents@Page**



Women@Page Global Yammer Group



Free Emergency Child/Elder Care – **Parents@Page**



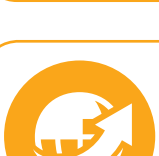
Membership with enei and BITC – Gender Benchmarking



Global Maternity Guidelines/Policy Changes



A Women's Journey - monthly global role models



Annual **Global IWD Campaign** – recognising female talent



Signed the **EHRC Working Forward Pledge**

DEVELOPING & RETAINING TALENT



360's / **Personal Development Plans**



Internal **Global Mentoring Programme**



Publish Case Studies 'Real People/Real Stories'



Unconscious Bias and Inclusive Leadership training



Women@Page Champions / Role Models



Monitor, measure and report **gender talent pipeline**



High Potential Women Talent Programme



Career and Executive Coaching



Global Employee Engagement Survey

EMPLOYER OF CHOICE FOR FEMALE TALENT



Global Events around gender



CEO & Exec Board sponsorship of **Women@Page**



Signed up to discipline specific **Gender Diversity Charters**



15 awards for D&I, engagement and flexible working



Gold Award – BITC gender benchmark



Signed up to the **Think Act Report** campaign



Breakfast seminars with clients around gender – **Page Executive**



Partnership with **Smart Works**



Signed up to the **30% Club Voluntary Code of Conduct** for Executive Search Firms



TIMES TOP 50 The Times Top 50 employer for women