

Talent Development & Leadership

10% more women at the UK's Best Workplaces for Women are occupying leadership positions than in 2020

6 in 10 leadership positions at the Top 5 UK's Best Workplaces for Women are held by women

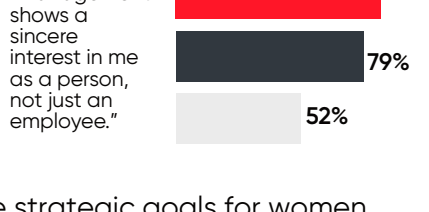


So, how are women moving into top positions?

Being offered more opportunities to develop



Feeling genuinely cared for



Working at companies which have strategic goals for women in leadership and ensure the routes to get there are fair



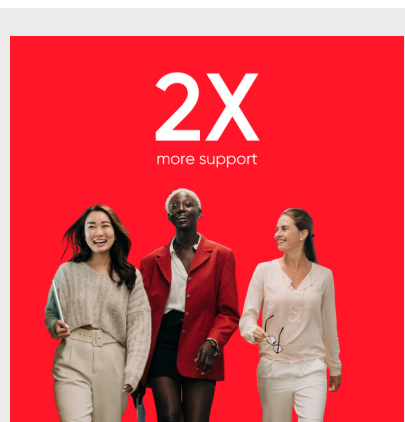
■ Top 5 UK's Best Workplaces For Women ■ Other UK's Best Workplaces For Women ■ UK Average

Why development matters

By enabling continuous improvement and career progression for all, Best Workplaces for Women are able to leverage more ideas and foster more innovation than other companies.

Upskilling existing employees also increases engagement and empowers individuals with a higher sense of control and autonomy, which in turn increases trust and staff retention.

90% of women in the Top 5 UK's Best Workplaces for Women say that they have meaningful opportunities to innovate



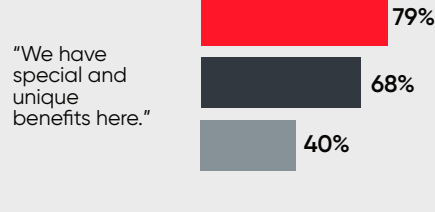
Pay & Benefits

With increasing inflation and the cost-of-living crisis, it's no surprise that the Best Workplaces for Women would be focused on pay and benefits.

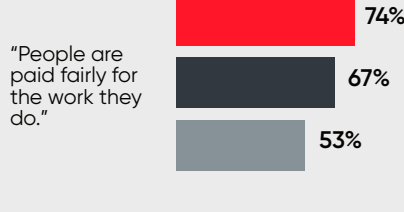
Double the amount of women working in Best Workplaces For Women say they receive support from their employer to plan and manage their personal financial situation, compared to the UK average.

How the Best Workplaces For Women are creating equitable environments for all

Offering competitive benefits



Committing to transparency and equity in pay



The Best Workplaces for Women prioritise generous, flexible, and relevant benefits that go beyond traditional offerings.

This year, there is a notable focus on modern health policies and benefits that address some of women's unique challenges, such as endometriosis, menopause, miscarriage, and infertility support.

In times of crisis, these organisations have shown bold levels of financial support for their entire workforce, including:

- Pay rises, with some matching inflation rates
- One-off bonuses to alleviate financial pressures
- Access to support such as financial advisors

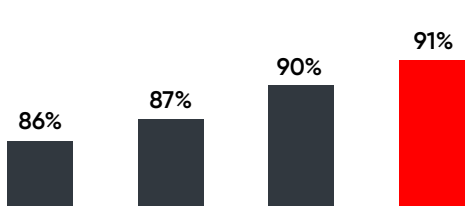
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Workload Stress

Almost half (9 in 20) of UK employees feel the demands of their job causes them excessive stress, regardless of gender.

The Top 5 Best Workplaces for Women, however, have maintained their high levels of workload support since the pandemic.

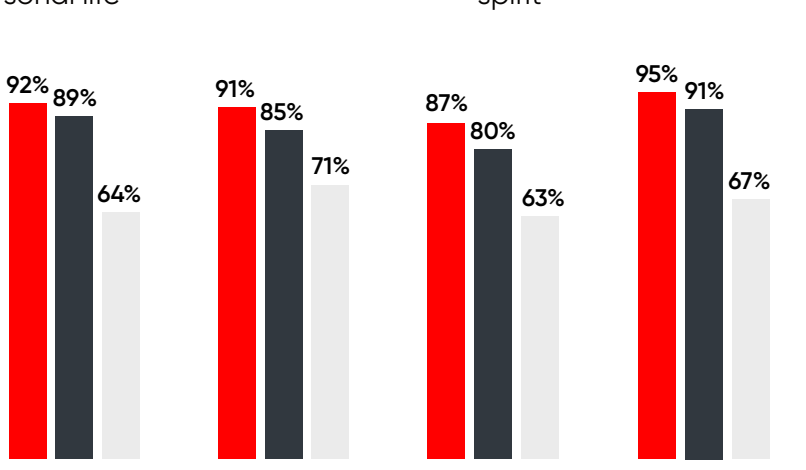
5% more women at these workplaces feel they are supported with the resources and equipment to do their job compared to 2020.



"I am given the support and resources to do my job" – Non-executive female managers at the UK's Top 5 Best Workplaces

How the Best are supporting non-executive female managers to manage workload stress

- 1 Therapists and counsellors (often through Employee Assistance Programs) are readily available without any stigma attached
- 2 All managers are set up for success with resources and equipment they need to do their job
- 3 The entire workforce is offered flexibility that allows better balance between work and personal life
- 4 The company culture is defined by care for one another and a strong team spirit



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KEY TAKEAWAYS

Female employees in the 2023 UK's Best Workplaces for Women view a great workplace as one which provides equitable opportunities for growth, fair pay, appropriate benefits and high levels of support – for them, and for all their colleagues too.



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See all listed companies at greatplacetowork.co.uk/women