

13<sup>th</sup> November 2019

The Hampton-Alexander Review, 1 Victoria Street, London SW1H 0ET

## Hampton-Alexander Review Press Release

### **STRONGEST YEAR OF PROGRESS FOR WOMEN ON BOARDS BUT STEP-CHANGE NEEDED FOR WOMEN IN SENIOR LEADERSHIP ROLES**

- Strongest year of progress since targets were first set in 2011:
  - FTSE 100 on track to reach the 33% target for women on boards ahead of the 2020 deadline
  - FTSE 250 made strong gains during the year and with sustained effort, will also meet the 2020 deadline
- Last year's challenge to "One & Done" boards is having an impact: there are 39 "this year, down from 74 with only 2 All-Male boards remaining
- A step-change is needed for senior leadership roles below board level: 50% of all appointments next year need to go to women, or the 2020 target will not be met

#### **Women on Boards 2019**

Today we are pleased to publish the 2019 Hampton-Alexander report which shows that women now hold **32.4% of all FTSE 100 board positions**, up from 30.2% last year and up from only 12.5% in 2011. The FTSE 100 is very close to meeting the 33% target for Women on Boards and will do so ahead of the 2020 deadline.

Today's report also shows that women hold **29.6% of all FTSE 250 board positions**, up from 24.9% last year and only 7.8% in 2011. The FTSE 250 has had its strongest year yet and if the same rate of progress continues next year, the FTSE 350 will be on track to meet the 33% target by the end of 2020 deadline.

Not all companies are making the same efforts, and the gap between those working hard to improve gender balance and those doing little, is each year more obvious.

Following successful campaigning and pressure from investors in the year, "One & Done" boards have reduced from 74 to 39 this year. This includes 11 new entrants to the index but 28 companies at "One & Done" for the second year running. These companies are a long way off target and showing a seemingly tokenistic approach to gender balance. Only two All-Male boards remain, still 2 too many but down from 5 this time last year and 152 in 2011.

Sir Philip Hampton, Chair of the Review said:

*"This is the penultimate Hampton-Alexander Report and we enter our final year with great momentum behind us. If this progress continues into 2020, our targets for Women on Boards will be met.*

*Whilst this is a key indicator of change at the top, strengthening the number of women in executive positions is critical to achieving long-term gender balance. We are still a long way from reaching the target for women in senior leadership roles below board level. Unless half of all appointments made this year go to women – our target for 2020 is not going to be met."*

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**Women in Leadership 2019**

The Hampton-Alexander Review monitors the gender balance in over 20,000 senior leadership positions in FTSE 350 companies. Women's representation in the senior leadership of FTSE 100 companies has increased this year to **28.6%**, up from 27% in 2018.

The FTSE 250 has seen a stronger increase with women's representation increasing this year to **27.9%**, up from 24.9% in 2018.

Around 175 companies are still well adrift from the 33% target and surprisingly there remain 44 All-Male Executive Committees.

Unless half of all available roles go to women this year, the FTSE 350 will not achieve the target for women in leadership positions by the end of 2020.

Denise Wilson, Chief Executive of the Review said:

*"There are over 900 women now serving on FTSE 350 boards, providing an ever-increasing pool of women with substantial board experience, yet only 25 women have been appointed into the Chair role, even fewer as women CEOs and showing little sign of change."*

*"Strong foundations have been laid and significant progress has been made since the journey began in earnest in 2011. The very senior jobs were always going to be the hardest of challenges, however a stronger focus is now required at every stage of the appointment process to address the reasons why top jobs aren't going to women"*

### **Priorities for 2020**

In overall terms this has been a good year, but also a reminder there is still much work to do. We will be particularly focusing on driving further progress amongst the remaining 'One & Done' boards; encouraging more concerted efforts to appoint women to senior leadership positions; and developing a stronger focus on what it takes for more women to get the top jobs on boards.

In today's report we celebrate the many stakeholders that have taken robust action in support of the UK's voluntary business-led journey, and yet again call on many others to play their part in 2020.

Chris Cummings, Chief Executive of the Investment Association said:

*"Great progress is being made with Women on Boards, but it's time for us to aim higher. This pace of change now needs to extend beyond the board to senior executive leadership roles if businesses are to demonstrate their diversity at all levels. Investors have been consistent in their demands for greater diversity. It's not just a nice to have. The research is clear: firms with diverse boards and management teams make better decisions, drive innovation and outperform their less diverse peers."*

Melanie Richards, Deputy Chair at KPMG UK said:

*"Behind the numbers and trends are hundreds of individual stories. Women who have overcome barriers that they should not have had to overcome, with leaders and boards who have worked hard to remove those barriers for current and future generations. The business community, including all the many stakeholders who have played their part, should celebrate these stories of success. It is only by sharing and understanding how change is made and*

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*maintaining relentless effort and focus that we will achieve our goals.*"

End

### Notes to Editor

#### Women on Boards

1. Reported numbers for Women on Boards of FTSE 350, as at 14<sup>th</sup> October 2019 from Source - BoardEx, show:

- . FTSE 100 is at 32.4% up from 30.2% in 2018
- . FTSE 250 is at 29.6% up from 24.9% In 2018
- . FTSE 350 is at 30.6% up from 26.7% in 2018
- . FTSE 350 has 2 All-Male boards, down from 5 in 2018.

2. The 2 All-Male boards are:

- Daejan Holdings Plc (All-Male Board since at least 2015)
- Kainos Group Plc (Joined the FTSE 250 in June 2019)

3. There are 39 "One & Done" companies in the FTSE 350, 11 are new entrants to the index this year, with 28 companies who have made no progress and remain at 'One & Done' for the second year running. The 28 companies are:

- 3I Infrastructure Plc
- Alliance Trust Plc
- BCA Marketplace Plc
- Capital & Counties Properties Plc
- City of London Investment Trust Plc
- Clarkson Plc
- Contourglobal Plc
- Diploma Plc
- Domino's Pizza Group Plc
- Energiean Oil & Gas Plc
- Ferrexpo Plc
- Grafton Group Plc
- HG Capital Trust Plc
- Hilton Food Group Plc
- Hochschild Mining Plc
- JP Morgan American Investment Trust Plc
- JP Morgan Emerging Markets Investment Trust Plc
- JP Morgan Japanese Investment Trust Plc
- Monks Investment Trust Plc
- NB Global Floating Rate Income Fund Ltd
- Personal Assets Trust Plc
- Plus500 Limited
- Rank Group Plc
- Riverstone Energy Limited
- Sequoia Economic Infrastructure Income Fund Ltd.
- Telecom Plus Plc
- Templeton Emerging Markets Investment Trust Plc
- TR Property Investment Trust Plc

4. The biggest FTSE 100 risers in the rankings, all with 40% plus women are: Standard Life Aberdeen, Schroders, CHR Plc and Royal Bank of Scotland.

5. The biggest FTSE 100 fallers in the rankings, with 25% or less women are: National Grid Plc, Rio Tinto Plc and NMC Health Plc.

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### **Women in Leadership teams**

6. Reported numbers for Women in Leadership (defined as the Executive Committee & Direct Reports to the Executive Committee combined)

show:

- . FTSE 100 is at 28.6% up from 27% in 2018
- . FTSE 250 is at 27.9% up from 24.9% in 2018
- . FTSE 350 has 44 All-Male Executive Committees, versus 50 in 2018.

Source: Hampton-Alexander data collection portal, as at 30<sup>th</sup> June 2019

7. Women in Leadership: FTSE100

#### **Top 10 Strongest Performers**

- Burberry Group Plc
- Next Plc
- Severn Trent Plc
- ITV Plc
- WM Morrison Supermarkets Plc
- Astrazeneca Plc
- Whitbread Plc
- Land Securities Group Plc
- GlaxoSmithKline Plc
- Intercontinental Hotels Group Plc

#### **Top 10 Poorest Performers**

- Fresnillo Plc
- Imperial Brands Plc
- NMC Health Plc
- Ashtead Group Plc
- Reckitt Benckiser Group Plc
- Glencore Plc
- Carnival Plc
- Antofagasta Plc
- 3I Group Plc
- British American Tobacco Plc

### **8. The Recommendations**

The Hampton-Alexander Review is an independent review, supported by the Department for BEIS and GEO at the Cabinet Office, with KPMG as main financial sponsor. Sir Philip Hampton is the Chair, and Denise Wilson OBE is the Chief Executive. The Review published its first report in November 2016 and has published annually thereafter. The key recommendations are:

- . 33% target for women on FTSE 350 Boards by the end of 2020
- . 33% target for women in FTSE 350 leadership roles by the end of 2020 (Leadership is defined as the Combined Executive Committees & Direct Reports to the Executive Committee)
- . FTSE 350 companies to increase number of women in roles of Chair, Senior Independent Director and into Executive Director positions on their boards

#### **For further information:**

Website <https://ftsewomenleaders.com> and report link [[here](#)]

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