

The Women in Finance Charter



The Charter was introduced by the UK government as a pledge for signatory firms to work together to help build a greater gender balance in financial services.

ICMA workforce profile*

60 members of staff worldwide
*as at June 2024



53%
female staff



**40% female senior
management**

As a signatory, ICMA is committed to:

- > Having a senior executive responsible and accountable for gender diversity and inclusion
- > Having 45% female representation in our senior management by June 2026
 - > Publishing annual progress against these targets on our website

2024 Update

ICMA has made progress toward its goal of having 45% female representation in our senior management by June 2026. As of 30 June 2024 this figure has increased to 40% from 35% one year ago.