

24th April, 2019

WEF Global Shapers London Hub

Dear Sirs

EY were the first to set targets around ethnicity. We have subsequently gone on to prioritise race alongside gender when we set any targets.

This includes publishing our pay gap data for ethnicity at the same time as our gender pay gap reporting in 2017 and 2018, despite only gender reporting being mandatory. Our primary reason for including an ethnicity pay gap disclosure is our commitment to addressing the issue of improving the representation of BME Leaders in our firm. Likewise we are determined to close the pay gap for our women.

However we know that a richer picture would be established when we look at the intersectionality of gender and ethnicity, as well as other differences. Our own internal research has helped us understand how careers are impacted by intersecting differences and it is an area of continued interest to us as we create a Firm where all our people feel they belong. Our employee networks (including our Black Network, South Asian Network, Far East Network, Turkik network, Family Network, Women's Network) are encouraging us to support our leaders to talk more confidently about race, gender and intersectionality.

We support greater efforts and collaborations to better understand the combined effects of diversity characteristics on the lived experience of people.

Kind regards

Steve



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