

PricewaterhouseCoopers

Gender diversity is an issue of great significance to our business. It impacts client satisfaction, diversity of thought, innovation and the overall engagement of our people. We want our firm to be one that emulates the depth and breadth of diversity in our marketplace.

Through our **eEquilibrium** program we have been progressively building a whole range of initiatives designed to increase the number of high-calibre female partners and improve succession planning and talent management.

In 2008 PwC ran **Women's Leadership forums** and established **Women's Mentoring Circles** across our firm - a group executive coaching experience which involves women sharing their experiences and stories, and using their strengths to build mentoring skills, a network of peers, increase confidence and provide female role models.

A more recent focus has been on how we can best support women returning from parental leave, and make their adjustment back to the workforce as seamless as possible.

Globally, PwC has also invested in the development and retention of our female Partners and staff. Through the **Global Gender Advisory Council** we are researching, identifying and recommending specific actions and initiatives to assist in developing women for leadership, and improve succession planning and talent management.

Our percentage of female partners has increased by 45 per cent since 2004 and over the last financial year we have increased the percentage of women across the majority of grades. Twenty five percent of our Firm Executive is now made up of women.