

## FINALISTS ANNOUNCED FOR WEQUAL AWARDS IDENTIFYING FUTURE WOMEN LEADERS ACROSS THE FTSE

**Aimed at tackling slow progress in appointing women in FTSE 100 & 250**

**Awards recognise women one level below the Executive Committee**

**Judges and WeQual Advisory Board includes Dame Inga Beale, Sir Ian Cheshire,  
Ron Kalifa OBE, Charlotte Hogg and John Amaechi OBE**

Finalists have now been announced for the WeQual Awards, launched this year to recognise the contribution that women make at the 'ExCo minus one' level across the FTSE 350. Finalists have been selected through a blind assessment procedure developed by organisational psychologist, John Amaechi OBE. WeQual had very good participation and is backed by FTSE CEOs and CFOs who encouraged women to self-nominate with the finalists representing a broad range of sectors from finance to consumer.

Barclays, Centrica, Pearson, Just Eat, and Marston's are just some of the businesses in the FTSE with women leaders named as finalists.

Winners for each category, which are mapped against nine roles on the Executive Committee, will be chosen by an expert judging panel including the likes of Sir Ian Cheshire, Dame Inga Beale, Dame Cilla Snowball and Charlotte Hogg.

Founded by Katie Litchfield, formerly of the Financial Times, the WeQual Awards honour women who are on the cusp of leadership at a time when FTSE companies have yet to significantly increase representation of women on executive committees. The government-backed Hampton-Alexander Review revealed that despite growing calls for change, women still represent only 25% of the Combined Executive Committee and Direct Reports across the FTSE 250. A majority (60%) of new appointments to senior roles continues to be men.<sup>1</sup>

Women were encouraged to self-nominate by answering a series of questions which were judged against six attributes: drive, leadership, integrity, self-confidence, cognitive ability and knowledge of business.

**Katie Litchfield, CEO and Founder of the WeQual Awards, commented:** "I am delighted to announce the WeQual Awards finalists. The calibre of nominees was incredibly high, demonstrating just how much talent and ambition there is at this level across the FTSE. By bringing this to the forefront, we hope that the WeQual awards will shine a much-needed spotlight on the fantastic female leaders in the FTSE and encourage real change at the top levels of businesses."

**Dame Inga Beale, former CEO of Lloyd's of London, said:** "I was blown away by the enthusiasm and bravery from women putting themselves and others forward for nominations. We all have a responsibility to ensure that the pipeline of leaders is strong and that we provide inclusive environments that encourage and promote these women as they continue to work their way up the ladder."

### **The finalists:**

#### **3i Group Plc**

Jasi Halai, Group Financial Controller and Operating Officer

#### **Barclays**

Andrea Bonafe, Chief Internal Auditor

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<sup>1</sup> Hampton-Alexander Review, 2018

**BRITVIC PLC**

Claire Parker, Senior Diversity & Inclusion Manager

**Centrica**

Catherine O'Kelly, Managing Director

**Diageo**

Hina Nagarajan, Managing Director African Emerging Markets

**Hikma Pharmaceuticals**

Brooke Clarke, Head of Group Corporate Affairs

**ITV**

Faz Aftab, Director of Platform Distribution

Laura Wootton, Head of Press, Commercial and Online

**Johnson Matthey**

Jo Godden, Group Commercial Excellence Director

**Just Eat**

Amanda Roche-Kelly, Managing Director, Ireland

Chloë Stubbins, Delivery Director, Customer

Jane Gibbon, Reward Director

Storm Fagan, Product Director

**Lloyds Banking Group**

Joanne Jolly, General Counsel & Company Secretary, Insurance & Wealth

**Marston's PLC**

Maria Franklin, Head of HR Business Partnering

Sharon Singh, Head of Operations

Nicola Arrow, Head of Food Category Management

Amelia Cree, Head of Marketing

**McCarthy & Stone**

Lisa Greenwood, Director of Organisational Development

**PageGroup**

Esther Roman, Global Talent Director

**Pearson**

Cindy Rampersaud, Senior Vice President, BTEC and Apprenticeships

**Spirax Sarco Engineering PLC**

Sarah Peers, Group Corporate Communications Manager

**St. James's Place Wealth Management**

Liz Kelly, Director, CEO Office & Company Secretary

**WPP**

Vicky Brown, General Counsel, Commercial and Chief Privacy Officer

WeQual Awards are divided into eight categories and mapped against the Executive Committee: Digital, Cyber Security and Technology; Corporate Communications; People and HR; Diversity and Inclusion; Legal; Customer and Marketing; Operations; Financial and Commercial.

The winner for each category will be announced at the WeQual Awards Dinner at the Savoy on 26 September. Dame Inga Beale will be the guest speaker and Sandi Toksvig OBE will be hosting the evening in the presence of 300 senior executives. The awards' charity partner is Crisis, a UK national charity for homeless people.

Full information is available on the website: [www.wequalawards.com](http://www.wequalawards.com)

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Notes to editors:

Founder and CEO, Katie Litchfield, launched the WeQual Awards to help aspiring women in business make that final step to the ExCo, and plans to bring the awards to other markets.

Having worked alongside FTSE 100 senior leaders throughout her 18-year career at the Financial Times, Katie has witnessed first-hand the challenges companies are facing in developing people into senior roles.

The WeQual Awards have been created to identify and recognise world-class female executives one level below the executive committees (ExCo) in businesses across the FTSE.

The awards aim to go further than current targets for female representation at the top of businesses, driving a change in the ExCo appointment rate from 30% to 50% women, recognising women reporting into the Executive Committee and proving to the business world that they can make at least as important a contribution as the man next to them.

WeQual Award Judges:

**Dame Inga Beale**, Former CEO, Lloyd's of London\*

**Sir Ian Cheshire**, Chairman, Barclays UK\*

**Charlotte Hogg**, Chief Executive Officer, Visa Europe\*

**Rita Clifton CBE**, Chairman, BrandCap and NED of Nationwide, ASOS & Ascential plc

**Maria da Cunha**, Non-Executive Director, De La Rue and Royal Mail plc

**Amanda Cusdin**, Chief People Officer, Sage

**Yasmin Diamond**, EVP Global Corporate Affairs, InterContinental Hotels Group

**Sharon Doherty**, Chief People Officer, Finastra

**Peter Flavel**, Chief Executive, Coutts

**Sarah Gregory**, Inclusion & Diversity Partner, Baker McKenzie

**Rob Guyler**, Chief Financial Officer, EDF Energy

**Karen Hubbard**, Chief Executive Officer, Card Factory

**Maria Kyriacou**, President of International, ITV Studios

**Rachael Legg**, Group Chief Procurement Officer, Johnson Matthey

**Ron Kalifa OBE**, Vice Chairman, Worldpay\*

**Shahzad Saleem**, CEO, Cost Transformation Consultancy

**Dame Cilla Snowball**, Former CEO & Chair of AMV BBDO and Chair, Women's Business Council\*

**Allyson Stewart-Allen**, Chief Executive, International Marketing Partners Ltd

**Roger Whiteside OBE**, Chief Executive, Greggs

(\* member of the WeQual Advisory Board)

Award categories:

- Financial and Commercial
- Operations
- Customer and Marketing
- Digital, Cyber Security and Technology
- Corporate Communications
- People and HR
- Diversity and Inclusion
- Legal

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