Foreword

As we publish our 2022 Women in Finance Charter Commitments, it is an opportune time to reiterate our commitment to improving diverse representation at all levels and creating a more inclusive workplace, which will enable us to better serve and grow our diverse customer segments across all lines of business.

John Langley
Head of Wells Fargo International and Regional President, EMEA
As a company, Wells Fargo is committed to creating a culture with broad representation of who we are, how we think, and how we make decisions. Having an inclusive environment in which differences and perspectives are respected and valued is both a business imperative and the right thing to do. To build on our commitment, we are pleased to have signed both the UK and Ireland Women in Finance Charters. We have an objective to increase the representation of women in senior roles and to this end we have set a target to achieve 37% women across senior management in Europe, the Middle East and Africa (EMEA) and Ireland located roles respectively by September 2027. We are making positive progress; we currently have 32% female representation in senior management roles across EMEA and 33% in Ireland as at Q4 2022. We recognize that to achieve our goal we must continue to focus on our efforts to improve gender and broader diversity representation across our EMEA businesses.

We remain committed to engaging and developing women at all levels, but we still have more men than women in senior roles. To address this, we continue to develop and implement strategies to support career development and progression opportunities for women and to identify, challenge and remove barriers women may encounter. Through a combination of hiring, retention, development, and promotion strategies, to improve the gender balance across all organizational levels and role types, Wells Fargo aims to continue addressing gender distribution and work towards positive trends.

Wells Fargo EMEA Women in Finance Pledges

As a UK and Ireland Charter Signatory, Wells Fargo EMEA commits to:

- Having one member of our senior executive team who is responsible and accountable for gender diversity and inclusion
- Setting internal targets for gender diversity in senior management
- Provide annual progress reports against these targets
- Demonstrate to HM Treasury how we have linked executive pay to delivery against our gender diversity targets.

Further information about Wells Fargo’s diversity and inclusion agenda and our global progress in becoming a more inclusive organisation is set out in our Diversity, Equity and Inclusion Report (PDF).