

18th April 2013

HSBC NAMED AS LEADING UK EMPLOYER FOR WOMEN

[HSBC](#) has today been named one of the top employers in the UK for women.

The Times Top 50 Employers for Women recognises the leading UK organisations that are striving to ensure their workplaces provide women with the opportunity to achieve their full potential. The organisations in the list are committed to attracting and retaining the best talent, and creating agile workplaces and working practices that enable them to deliver in an increasingly competitive environment.

The Top 50 list is in partnership with [Opportunity Now](#), a campaign of UK charity Business in the Community that aims to accelerate change for women in the workplace.

Antonio Simoes, head of HSBC in the UK commented: “We are proud to have been named as one of the leading employers for women in the UK. Our aim as a bank is to have a workforce that is as diverse as our customer base and to do this we have taken a number of measures to ensure we have an inclusive workplace environment.

“Through initiatives such as the Inclusive Leadership Programme we are raising awareness within the bank to drive inclusive behaviours in their teams and supporting them in recruiting, engaging and developing diverse employees. We have made good progress in the areas of gender balance and are committed to continuing our efforts to be a truly diverse and inclusive employer.”

HSBC supports a wide range on initiatives under its diversity and inclusion programme aimed specifically at gender diversity including:

- *Inclusive Leadership Programme*: aims to make senior leaders more aware of their unconscious bias and use this to drive inclusive behaviours in their teams and adopt more inclusive working practises
- *Accelerated Female Development Programme*: designed to strengthen internal pipeline of female senior and mid managers.
- *Gender/Women’s networks*: employee network groups such as Balance are taking a tailored approach to respond to local challenges and opportunities i.e. events on Sponsorship and influencing.
- *Mentoring Me*: large number of registered mentors for potential mentees (both male and female) to identify and approach.

- *New parent return guarantee*: all UK bank maternity, adoption and additional paternity leave returners are guaranteed a return to work as a 0.5 FTE at the same grade level.
- *Working Parents Network*: for working mothers & fathers, and any employees who wish to meet to share experiences, provide mutual support, find solutions to common problems.
- *Flexible workplace programme*: introduced for the benefit of all employees, which creates a more positive culture and environment for parent and careers, whatever their gender.

ENDS

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HSBC Bank plc

HSBC serves 16.1 million customers in the UK and employs approximately 50,000 people. In the UK, HSBC offers a complete range of personal, premier and private banking services including [bank accounts](#) and [mortgages](#). It also provides commercial banking for small to medium businesses and corporate and institutional banking services. HSBC Bank plc is a wholly owned subsidiary of HSBC Holdings plc.

HSBC Holdings plc

HSBC Holdings plc, the parent company of the HSBC Group, is headquartered in London. The Group serves customers worldwide from around 6,600 offices in 81 countries and territories in Europe, the Asia-Pacific region, North and Latin America, and the Middle East and North Africa. With assets of US\$2,693bn at 31 December 2012, the HSBC Group is one of the world's largest banking and financial services organisations.