**Striving for a better gender balance**

As a Company we value diversity across all levels within the business and pledge to achieve greater gender balance in the workplace.

We have a number of programmes, partnerships, and policies in place to support women within the Company and to help break down any barriers to their development, retention and recruitment.

**Here’s a few ways we’re working towards better gender balance:**

We will foster an inclusive workplace culture and remove gender-based discrimination from all policies and practices.

We will monitor our female talent pipeline, ensuring that effective support, mentoring and development plans are in place.

We will endeavour to make the Company both a more attractive employer to female graduates at the start of their careers and to provide the best development opportunities for women at all levels with a focus on those with potential to operate at more senior levels.

We continue to use our female’s from all disciplines as role models to support the delivery of our outreach programmes and promote career opportunities in NIE Networks.

We will ensure that development needs and flexible working patterns are not a barrier when allocating work, enabling a fair distribution of opportunities.

We will continue to build our female network groups to help support women within the Company, raise awareness of the benefits of gender equality across the Company and empower women to achieve their potential at each career stage.

We will educate our management team about gender equality, unconscious bias and stereotypes to ensure equality of opportunity.

We will pay equal remuneration, including benefits and bonuses, for work of equal value.

We will engage and listen regularly and respond with agility, as day to day realities and pressures for women can change over time – both collectively and for each individual.