

FTSE Women Leaders Review Extends its Scope to Include 50 of the UK's largest Private Companies

The FTSE Women Leaders Review Leadership Gender Data Submission Portal has today opened for all FTSE 350 companies and, for the first time, 50 of the UK's largest private companies have been invited to submit their Leadership Gender Data.

Supported by the Government, the FTSE Women Leaders Review (the Review) is the UK's independent business-led, framework dedicated to improving the representation of women on boards and leadership teams in FTSE 350 companies which announced in February this year that it would be extending the scope of its remit to include 50 of the UK's largest private companies.

Capturing data on over 24,000 roles across FTSE 350 boards extending to two leadership layers below board, the Review is the successor phase of the former Hampton-Alexander and Davies Reviews and has made the UK's drive for more women in business leadership arguably the biggest and most ambitious of any country to date.

The UK's unique approach is widely admired for having achieved progress at scale through voluntary action. From a low starting point in 2011, when just 9% of FTSE 350 Board roles were held by women, women's representation at board level has increased to 37.6% at the beginning of 2022, providing clear evidence this approach is working.

There remains however much work to do and the inclusion of 50 of the UK's largest private companies will expand the reach of the Review and encourage further progress across British business. The private companies in scope have been identified on the basis of a range of factors including their size and number of employees. The Review is currently working with these organisations to support the submission of their data and the response to date has been overwhelmingly positive.

All companies in scope will have from **Tuesday 1 November until Wednesday 30 November 2022** to submit their Leadership Gender Data via a secure online Portal, with publication of their gender diversity data in the February 2023 report. Businesses can access the [portal here](#).

The full list of private companies included in the Review this year in addition to all FTSE 350 companies follows below:

Company Name
2 Sisters Food Group Limited
A.F. Blakemore & Son Ltd
Accenture (UK) Ltd
Allen & Overy LLP
AMALGAMATED HOLDINGS WILKINSON LIMITED
Anglian Water Group (AWG) Ltd
Arnold Clark Automobiles Ltd
Arup Group Ltd
Avara Foods Holdings Limited
AWE PLC
Bestway Group Ltd
Bet365 Group Ltd
British United Provident Association Ltd (BUPA)
City Facilities Management Holdings Ltd
Colt Group Holdings Ltd
Deloitte LLP
DLA Piper International LLP
EG Group Ltd
Ernst & Young LLP
Evri Europe GmbH (Formerly HERMES PARCELNET LIMITED)

FGP Topco Limited
Freshfields Bruckhaus Deringer LLP
INEOS Ltd
J C Bamford Excavators Ltd (JCB)
John Lewis Partnership
John Swire & Sons Ltd
KCA DEUTAG Drilling Group Ltd
KPMG LLP
Laing O'Rourke Corp Ltd
Linklaters LLP
M Group Services Limited
Mace Group Ltd
Marshall Group Ltd
Matalan Ltd
Merlin Entertainments Ltd
Mott MacDonald Group Ltd
Muller UK & Ireland Group LLP
Nationwide Building Society
New Look Ltd
Pentland Group Ltd
PricewaterhouseCoopers LLP (PwC)
Rubix Group International Ltd
Samworth Brothers (Holdings) Limited
Specsavers Optical Group Ltd
Thames Water Utilities Ltd
The Co-Operative Group Limited
The Range
Virgin Atlantic Ltd
VMED O2 UK Ltd
Wolseley UK Ltd

Notes to Editors

The FTSE Women Leaders Review is sponsored by Lloyds Banking Group and KPMG.

The Recommendations for the Review are:

1. Increased voluntary target for FTSE 350 Boards, and for FTSE 350 Leadership teams to a minimum of 40% women, by the end of 2025.
2. FTSE 350 companies to have at least one woman in the Chair or Senior Independent Director role on the board, and/or one woman in the Chief Executive or Finance Director role in the company, by the end of 2025.
3. Key stakeholders to set best practice guidance or have mechanisms in place to encourage FTSE 350 Boards that have not achieved the prior 33% target, to do so.
4. The scope of the Review is extended to include 50 of the largest private companies in the UK.

For further information, you can visit the FTSE Women Leaders [website](#), [LinkedIn](#) or [Twitter](#) or email at info@ftsewomenleaders.com. FAQs for the Review can be found [here](#)