

Chime Group Holdings Limited

Additional Statements to the 2015 Financial Accounts

Gender Diversity

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Policy statement

We are in a creative industry. We originate and develop ideas, campaigns and events on behalf of our clients who in turn must meet the challenges of a diverse customer base. The Board believes that diversity is the soul of creativity. It aids our operations and the delivery of innovative and relevant solutions to our business offer.

We acknowledge that diversity within our staff population is important, not only by gender, but nationality, ethnic origin and culture; age; marital status; sexual orientation and other criteria. Our Core Values and our equal opportunities policies reflect that belief.

Gender Diversity Cont.

Gender reporting

Up to 22 October 2015, the parent company of the Group was Chime Communications plc. On the 22 October 2015, the Board of Chime Communications plc had 2 female directors out of a total of 9 members (22%). Following the acquisition of the Group by Providence on 22 October 2015 the parent company of the Group became Chime Group Holdings Limited. The composition of the Chime Group Holdings Limited Board as at 31 December 2015 comprised of male directors . Lindsay Pattison was appointed to the Board on 1st January 2016.

Our total number of female Senior Managers is 9 out of a total of 42 (21%). Our Senior Managers are defined as a person who a) has responsibility for planning, directing or controlling the activities of the Group, or a strategically significant part of the Group and b) is an employee of the Group.

On 31 December 2015 our total number of permanent employees was 2,121 (2014:2007). This included 1,114 (52%) female staff (2014: 1039 - 52%).

Gender Diversity Cont.

Our on-going commitment

Chime continues to promote participation and encourage the aspirations of our female staff. In 2013 we set up 'Grapevine', a women's group that meets regularly to share business ideas, encourage networking and personal development. This will help empower our female staff at all levels.

We have a Youth Board called 'Chime Innovate', a group of young members of staff tasked with innovation, and addressing particular business issues. Membership is open to all applicants under the age of 28. Chime Innovate is facilitated by Jo Parker one of our senior female executives. The membership is 83% female.

In 2015/16 our graduate scheme had 17 members (2014/15: 20). 14 graduates were offered permanent positions within Chime. 11 of these were female.

We also have an open networking group called 'Curious' for our younger staff who meet for regular networking events. These events often include guest speakers and we extend invitations to our clients.