

PensionBee Bloomberg Gender Equality Index (GEI) 2024 - Calendar Year 2022 Data Used

PensionBee Bloomberg Gender Equality Index (GEI) 2024				
Topic	KPI	Answer	Supplementary Information	Source
Leadership	Percentage of women on company board	57%	PensionBee has 7 board members, of which 4 are women.	PensionBee Annual Report 2022 > page 38, Composition of PensionBee's Workforce in Leadership Positions by Gender
	Chairperson is a woman	No, the Chairperson of PensionBee is male.	*	PensionBee Annual Report 2022 > page 6
	Gender balance in board leadership	50%	Investment Committee, Chaired by Mark Wood Nomination Committee, Chaired by Mark Wood Audit and Risk Committee, Chaired by Michelle Cracknell Remuneration Committee, Chaired by Mary Francis	PensionBee Annual Report 2022 > pages 115 - 146
	Chief executive officer (CEO) is a woman	Yes, the CEO of PensionBee is Romi Savova.	*	PensionBee Annual Report 2022 > page 8
	Woman chief financial officer (CFO) or equivalent	No, the CFO of PensionBee is male.	*	*
	Percentage of women executive officers	50%	PensionBee has 10 executive officers, out of which 5 are women.	PensionBee Annual Report 2022 > page 38, Composition of PensionBee's Workforce in Leadership Positions by Gender
	Chief diversity officer (CDO)	Yes. The Head of Culture, Inclusion and Wellbeing of PensionBee who reports directly to the CEO has the primary function of developing and formalising a programme to focus on the development and enhancement of the company's value-based culture. She focuses on deeper engagement with employees across the company through focus and lived experience groups, designed to capture the breadth of our diverse employees' experiences. The CEO holds responsibility for oversight of the company's Diversity and Inclusion initiatives, and our Executive Team have a structured role in supporting and fostering PensionBee's Diversity and Inclusion program of work. This reflects feedback from the Company that they wish to see more leadership from management in this area.	*	PensionBee Annual Report 2022 > page 118, Culture Programme
Talent Pipeline	Percentage of women in total management	38%	Excludes executive management	*
	Percentage of women in senior management	34%	Excludes executive management	*
	Percentage of women in middle management	53%	*	*
	Percentage of women in non-managerial positions	51%	*	*
	Percentage of women in total workforce	52%	*	PensionBee Annual Report 2022 > page 36, Workforce Composition
	Percentage of women total promotions	52%	*	*
	Percentage of Women IT/Engineering	IT: 20% Engineering: 27%	In 2022, the total number of Information Technology (IT) workforce in the company is 5, and 1 person self-identified as female. In 2022, the total number of the engineering workforce in the company is 30, and 8 people self-identified as female.	*
	Percentage of new hires are women	50%	In 2022, the total number of employees hired is 62, and 31 people self-identified as female.	*
	Percentage of women attrition	N/A	Where an employee data percentage describes less than 10 people, we do not disclose to protect anonymity.	

PensionBee Bloomberg Gender Equality Index (GEI) 2024 - Calendar Year 2022 Data Used

	Time-bound action plan with targets to increase the representation of women in leadership positions	Yes	We're proud to have achieved, and continued to maintain, gender parity in all levels of the company, including 50% female representation across the board of directors and management team and >50% on our Board. Building an inclusive product and service requires both diverse representation across all levels, especially in senior management, but also a workplace where everyone feels they're able to succeed as themselves. We're proud that 82% of colleagues would recommend PensionBee as a place to work.	PensionBee Gender Equality page > Gender diversity of senior management team
	Time-bound action plan with targets to increase the representation of women in the company	Yes	Our Diversity, Inclusion and Equality Policy sets out our approach and commitment to diversity and includes our broad goals of gender balance at all levels and representation of all minority ethnicities to at least match the UK population across all levels. In 2022, we continued working towards our goal of achieving gender balance and representation at all levels, which we reaffirm for 2023.	PensionBee Annual Report 2022 > page 36 PensionBee Diversity, Inclusion and Equality Policy > Goals
Pay	Adjusted mean gender pay gap	N/A	As a company with 208 employees, PensionBee reports their gender pay gap on a voluntary basis. When we reach the threshold for mandatory reporting we can consider different ways to approach the data set, but until then we won't be reporting on an adjusted mean basis.	*
	Global mean (average) raw gender pay gap	4%	For 2022, PensionBee achieved 52% female and minority gender representation across the entire employee base and a median hourly pay gap of 0% across our Company. This gap was in line with PensionBee's target of 0% with a variance of 5% above or below owing to the overall size of the employee base. Therefore, a 4% mean gender pay gap of PensionBee is within our aimed variance. It is important to note that with only 208 employees, PensionBee reports their gender pay gap on a voluntary basis. Gender pay gap reporting for HMRC is mandatory only when you reach 250 employees, which is also considered the minimum sample size required to ensure reliable reporting that can not be disproportionately skewed by data outliers.	PensionBee Annual Report 2022 > page 39, Gender Pay Gap
	Time-bound action plan to close its gender pay gap	PensionBee's median gender pay gap for 2022 is 0% and our mean gender pay gap is 4%, which is within our aimed variance of +/-5%. We are publicly committed to maintaining gender equality at all levels of the business. In 2022, PensionBee continued to campaign to raise awareness and to close the gender pension gap through press activity, with national coverage aimed at addressing the impact of different working patterns for men and women.		PensionBee Annual Report 2022 > page 39, Closing Gender Pay Gap PensionBee Gender Equality page > outlines our public commitment to maintaining gender equality
	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Executive compensation is linked to diversity, equity and inclusion measures. The executive management team (C-suite) is responsible for maintaining an environment and culture where all employees can thrive as themselves, through authentic leadership, visibility, and promotion of the Company's programme of diversity initiatives. Each executive team member is scored on these measures as part of their annual review process and these scores are used to calculate both their long and short term compensation.	*	PensionBee Annual Report 2022 > pages 132 - 134, Directors Remuneration Policy

PensionBee Bloomberg Gender Equality Index (GEI) 2024 - Calendar Year 2022 Data Used

Inclusive culture	Number of weeks of fully paid primary parental leave offered	26	PensionBee provides 20 parental leave days and additional fully paid 110 parental leave days, which is equivalent to 26 weeks. All parental leave is gender inclusive and is available to everyone working at PensionBee.	PensionBee Parental Leave Policy > Policy Details
	Number of weeks of fully paid secondary parental leave offered	26	PensionBee provides 20 parental leave days and additional fully paid 110 parental leave days, which is equivalent to 26 weeks. All parental leave is gender inclusive and is available to everyone working at PensionBee.	PensionBee Parental Leave Policy > Policy Details
	Parental leave retention rate	100%	PensionBee has a new mum retention rate of 100% one year after parental leave, and has had many instances of promoting women while they're on parental leave. We also have a 100% new father retention rate.	PensionBee Gender Equality Page > Retention rate of female employees after parental leave
	Back-up family care services or subsidies through the company	If an employee has at least 2 years service with PensionBee, they have returned to work and are no longer using any Parental Leave Days, they are entitled to a one-off £2,000 payment to be used for paid-for childcare.	*	PensionBee Parental Leave Policy > Childcare Benefits
	Flexible working policy	All PensionBee employees can work remotely from anywhere in the UK for all or part of their working time. Furthermore, PensionBee offers flexible working hours with several alternative work schedules that permit employees to work a specified number of hours on most days of the week coordinated with scheduled time off on other days.	*	PensionBee Annual Report 2022 > pages 61-65 & 75, Minimising our Impact on the Environment PensionBee Flexible Work Policy
	Employee resource groups for women	In 2022, we built the Culture Programme to focus specifically on the development and enhancement of our values-based culture. The programme was designed following a series of focus groups where we spoke to approximately 50 employees and gathered 15 hours of valuable qualitative feedback. Sessions were organised to explore themes raised in both our annual Diversity, Inclusion, Equality & Support Survey and through our internal anonymous feedback tool. Some sessions specifically focused on the lived experiences of different groups of people working at PensionBee and we created a Lived Experience Focus Group focused on women to develop and enhance our values-based culture.	*	PensionBee Annual Report 2022 > page 36, Diversity, Inclusion and Equality
	Unconscious bias training	All PensionBee employees, including the Board and all levels of management, must complete a mandatory set of compliance tests annually, these tests include unconscious bias training and how to mitigate its effects. As a signatory of the Tech Talent Charter, Race at Work Charter, and Disability Confident Scheme, PensionBee is committed to creating and promoting an effective Harassment and bullying policy, developing employee awareness around what constitutes harassment and encouraging inclusive practices, providing a range of appropriate reporting channels so that employees can speak up safely, promoting diversity and inclusion across the business - both through formal unconscious bias training and anonymised promotion cycles but also through its diversity and inclusion 'champions', who lead a range of different activities to promote the inclusion of all people in PensionBee.	*	PensionBee Annual Report 2022 > page 111, Training and Development

PensionBee Bloomberg Gender Equality Index (GEI) 2024 - Calendar Year 2022 Data Used

	Annual anti-sexual harassment training	<p>All PensionBee employees, including the Board and all levels of management, must complete a mandatory set of compliance tests annually, these tests include sexual harassment training.</p> <p>PensionBee has a zero-tolerance approach to bullying, harassment, victimisation and discrimination against colleagues, customers, suppliers and the public. Each member of staff working at PensionBee could be held individually liable for acts of bullying, harassment, victimisation and unlawful discrimination in the course of their employment. Further information on recognising and avoiding these behaviours can be found in the inclusion commitment section of our People Handbook.</p>	*	PensionBee Diversity, Inclusion and Equality Policy > Our policy in practice
PensionBee Bloomberg Gender Equality Index (GEI) 2024_Previours KPIs				
Topic	KPI	Answer	Supplementary Information	Source
Leadership & Talent Pipeline	How many total directors are on the company's board?	7		PensionBee Leadership
	How many women are on the company's board?	4		PensionBee Leadership
	How many executive officers does the company have?	10		PensionBee Leadership
	How many executive officers are women?	5		PensionBee Leadership
	Does the company require a gender-diverse slate of candidates for all management roles?	No	<p>PensionBee is committed to nurturing internal talent, in line with the company's values. The company prioritise internal hiring and career development over external hiring wherever possible. This allows PensionBee to boost engagement, increase retention and encourage high performance at all levels of the company. When a permanent role becomes newly available at PensionBee, we aim to follow certain guidelines that enable a degree of consistency and fairness across hiring. To reduce biases as much as possible, PensionBee has made the majority of the process anonymous.</p>	PensionBee Diversity, Inclusion and Equality Policy
	What percentage of the company's senior management are women?	50%	Senior management refers to upper-level management, which is executive management.	PensionBee Annual Report 2022 > page 38, Composition of PensionBee's Workforce in Leadership Positions by Gender
	What percentage of the company's middle/other management are women?	34%	This refers women in middle management and women in supervisory positions.	SASB 2022 > Employee Diversity & Inclusion section
	What percentage of the company's entry level positions are held by women?	55%	This refers women in entry level positions.	SASB 2022 > Employee Diversity & Inclusion section
	What percentage of the company's revenue-producing roles are held by women?	50%	Revenue producing roles are defined as roles in Senior Level management that are KPIs related to strategic business such as Corporate Relations and Engagement, Finance, Marketing, Operation, Product Development and Strategy, Risk Management, and Technology.	PensionBee Annual Report 2022 > page 38, Composition of PensionBee's Workforce in Leadership Positions by Gender
	Did the company suspend hiring during the fiscal year due to the introduction of COVID-19 to the working environment?	No	Hiring was not suspended in 2020-2021 as a result of COVID-19.	PensionBee Annual Report 2020
	Of total employees furloughed or required to take an extended leave of absence during the fiscal year as a direct or indirect result of COVID-19 on the working environment, what percentage were women?	N/A	No employees were furloughed in 2020-2021 as a result of COVID -19.	*
	Of total employees terminated during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	N/A	No employees were terminated in 2020-2021 as a result of COVID-19.	*

PensionBee Bloomberg Gender Equality Index (GEI) 2024 - Calendar Year 2022 Data Used

	Of total employees assigned reduced working hours during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	N/A	Working hours were not reduced as a result of COVID-19.	*
	Of total employees volunteering reduced working hours during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	N/A	Working hours were not reduced as a result of COVID-19.	*
	How many directors on the company's board self-identify as a member of an underrepresented racial or ethnic group?	1	*	PensionBee Annual Report 2022 > page 38
	What percentage of the company's board self-identifies as a member of an underrepresented racial or ethnic group?	14%	*	PensionBee Annual Report 2022 > page 38
	How many directors on the company's board self-identify as both a woman and member of an underrepresented racial or ethnic group?	1	*	PensionBee Annual Report 2022 > page 38 and SASB 2022
	What percentage of the company's board self-identifies as both a woman and member of an underrepresented racial or ethnic group?	14%	*	PensionBee Annual Report 2022 > page 38
	How many of the company's executive officers self-identify as a member of an underrepresented racial or ethnic group?	2	*	PensionBee Annual Report 2022 > page 38
	What percentage of the company's executive officers self-identify as a member of an underrepresented racial or ethnic group?	20%	*	PensionBee Annual Report 2022 > page 38
	How many of the company's executive officers self-identify as both a woman and a member of an underrepresented racial or ethnic group?	1	*	PensionBee Annual Report 2022 > page 38
	What percentage of the company's executive officers self-identify as both a woman and a member of an underrepresented racial or ethnic group?	10%	*	PensionBee Annual Report 2022 > page 38
	Does the company capture representation of employees self-identifying as lesbian, gay, bisexual, transgender, or queer (LGBTQ+) in leadership positions?	Yes	*	*
	Does the company publicly share a specific, time-bound action plan with targets to increase the representation of underrepresented racial and ethnic groups in leadership positions?	Yes	In 2022, PensionBee attained gender balance and representation at all levels and representation of Asian/Black/Mixed/Multiple/Other ethnic backgrounds to match the UK population across all levels, which we reaffirm for 2023.	PensionBee Diversity, Inclusion and Equality Policy > Goals
Equal Pay & Gender Pay Parity	What percentage of the company's top 10% compensated employees are women?	53%	This data is based on our December 2022 Gender Pay Gap calculations, based on base salary and bonuses	*
	Did the company perform a global equal pay audit (also referred to as a pay equity review) during the fiscal year to identify differences in pay between men and women doing equivalent work?	Yes, As part of our gender pay gap report, we look at pay gaps between genders per management level	*	*
	Did the company publicly disclose a quantitative compensation review by gender for the fiscal year?	Yes	PensionBee reported a 0% median hourly pay gap and female representation in the workforce in our Annual Report. However, we did not disclose the mean gender pay gap due to having less than 250 employees and voluntary disclosure, so we did not submit it to the Government portal.	PensionBee Annual Report 2022 > page 39
	For what percentage of the company's workforce can you provide consolidated pay data?	70%	Following the Government's gender pay gap guidance, 70% of our employees on 31/12/2022 were included in the gender pay gap calculations. Exclusions were made based on Government guidance (i.e. sick leave, overtime etc.) and on employee consent to use gender data for general anonymised reporting purposes.	*
	What is the company's percentage of women in the top pay quartile globally?	49%	*	*
	What is the company's percentage of women in the upper middle pay quartile globally?	59%	*	*
	What is the company's percentage of women in the lower middle pay quartile globally?	57%	*	*
	What is the company's percentage of women in the lower pay quartile globally?	49%	*	*

PensionBee Bloomberg Gender Equality Index (GEI) 2024 - Calendar Year 2022 Data Used

Inclusive Culture	Of women who returned from parental leave during fiscal year 2021, what percentage remained employed by the company 12 months after their return?	100%	*	PensionBee Gender Equality Page
	Does the company provide access to on-site lactation rooms?	Yes	PensionBee provides a space, that is shielded from view and is free from intrusion from colleagues and the public for employees to express breast milk. This functional space has a place for the nursing mother to sit, a table on which to place the pump, and an electrical outlet. A fridge for nursing mothers to keep their breast milk is also available in a kitchen area on site.	*
	Does the company's workforce receive adoption assistance through company and/or government support? Select all that apply. (a) Global workforce receives adoption assistance (b) US workforce receives adoption assistance	Yes, (a)	Parenthood comes in many forms and this policy applies to anyone taking on parental duties, regardless of their biological relationship to the new arrival.	PensionBee Parental Leave Policy
	Does the company offer mental health support or consultation services to global employees?	Yes	All of the PensionBee employees have full access to Thrive, a mental well-being platform, as a company's benefit.	PensionBee Annual Report 2022 > Page 43, Components of Employee Remuneration > Other Benefits
	Did the company provide fully paid time off for bereavement?	Yes	PensionBee is committed to providing reasonable adjustments and other forms of support.	PensionBee Diversity, Inclusion and Equality Policy
	Did the company conduct an employee engagement survey for all employees during the fiscal year?	Yes	Measuring our progress and seeking feedback from our employees about how we are performing in terms of facilitating fulfilling careers and maintaining a diverse and inclusive environment is important. Our annual Diversity, Inclusion, Equality & Support Survey for all our employees explores themes related to wellbeing, longevity and remuneration	PensionBee Annual Report 2022 > pages 40-41, Measuring our Progress
	If the company conducted an employee engagement survey, were results assessed by gender?	No	Employee engagement survey results are anonymised to help the company better understand employee experiences, what's going well and where the company need to focus its improvements, however, PensionBee runs an annual survey which assessed by gender.	PensionBee Annual Report 2022 > page 36, Workforce Composition
	Does the company's employee engagement survey address diversity and inclusion (D&I)?	Yes	PensionBee conducts employees Diversity, Inclusion, Equality & Support Survey annually.	PensionBee Annual Report 2022 > pages 40-41, Measuring our Progress
	What percentage of managers completed company provided unconscious bias training?	100%	All employees including the Board and managers must complete a compliance test which includes unconscious bias training.	PensionBee Annual Report 2022 > page 111
	Do senior managers have clear diversity and inclusion (D&I) goals included as part of their annual performance reviews?	Yes	Senior managers have a target for the D&I component of their annual performance reviews. In addition, from 2023, this program will be further expanded to include involvement from Executive Sponsors, allies and volunteers. This commitment will form part of each Executive's performance objectives which are linked to remuneration.	PensionBee Diversity, Inclusion and Equality Policy > Our policy in practice
	Does the company offer gender inclusive parental leave policies?	Yes	PensionBee's gender-inclusive Paid Parental Leave Policy applies to anyone taking on parental duties, regardless of their biological relationship to the new arrival and irrespective of gender.	PensionBee Annual Report 2022 > page 39
	Does the company provide gender inclusive restrooms?	Yes	Gender inclusive restrooms are available to everyone on site.	*
	Does the company have employee resource groups for underrepresented racial or ethnic groups?*	Yes	PensionBee runs sessions specifically focused on the lived experiences of different groups of people working at PensionBee, including Asian/Asian British, Black/African/Caribbean/Black British Women.	PensionBee Annual Report 2022 > page 36
	Does the company have employee resource groups for employees who self-identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ+)?	Yes	PensionBee runs sessions specifically focused on the lived experiences of different groups of people working at PensionBee, including LGBTQ+.	PensionBee Annual Report 2022 > page 36

PensionBee Bloomberg Gender Equality Index (GEI) 2024 - Calendar Year 2022 Data Used

Anti - Sexual Harassment Policies	Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?	Yes	We have a zero-tolerance approach to bullying, harassment, victimisation and discrimination against colleagues, customers, suppliers and the public. Any reports of these acts will be investigated as misconduct following the investigation and disciplinary procedures outlined in the accountability section of our Talent Handbook, and appropriate action will be taken should the complaint be upheld. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.	PensionBee Diversity, Inclusion and Equality Policy > Our Policy in Practice
	For all sexual harassment allegations, does the company utilize an impartial third-party investigator, or have an internal independent investigation function, that reports directly to the board?	Yes	For all sexual harassment allegations, an internal independent investigation will be held by the Head of People. It is important to note that in the event of any serious investigations, the Board will be notified by either the CEO or the Head of People.	PensionBee Diversity, Inclusion and Equality Policy
	Does the company prohibit nondisclosure agreements (e.g. confidentiality provisions or silencing agreements) pertaining to claims of sexual harassment in settlement agreements, unless requested by the victim?	No	PensionBee does not prohibit nondisclosure agreements.	*
	Does the company require employees to take sexual harassment claims to private arbitration?	No	PensionBee does not require employees to take sexual harassment claims to private arbitration.	PensionBee Diversity, Inclusion and Equality Policy > Our policy in practice
	Does the company have a publicly available company policy that explicitly condemns harassment and discrimination in the workplace based on the following? Select all that apply.* (a) Discrimination and harassment based on race and ethnicity in the workplace (b) Discrimination and harassment based on sexual orientation and/or gender identity in the workplace	Yes	PensionBee is committed to promoting equality, diversity and inclusion, preventing unlawful discrimination and ensuring that our colleagues all feel respected and safe at work. Our aim is for our team to be representative of all areas of society, across all levels of the business, to better reflect and represent our diverse customer base. We welcome everyone regardless of gender, race, origin, religion, size, age, sexuality or disability and will not tolerate any conduct which harms others.	PensionBee Code of Conduct > Diversity, Inclusion & Equal Opportunities
	Does the company evaluate all advertising and marketing content for gender biases prior to publication?	Yes	PensionBee surveyed a thousand savers from across the UK and found that there are barriers to investing at almost every stage of a woman's life. Therefore, the company creates resources to support its customers at every stage of their financial lives, from beginners to retirees. Like our Pension Confident Podcast hosted by Phillippa Lamb.	PensionBee Blog - When I think of my workplace, feminism comes to mind
	Does the company assess gender balance in machine learning in order to prevent algorithms from perpetuating gender biases?	Yes	*	*
	Does the company have a supplier diversity program that includes women suppliers/vendors?	Yes	In July 2022, PensionBee requested data on gender composition and associated pay gaps from suppliers.	PensionBee's Supply Chain Mapping 2021/2022 > Page 3
	Does the company have a program designed to recruit women returning back to the workforce after taking a career break?	No	PensionBee hires people from all different backgrounds and offers flexible working, additional parental leave, carer days, and London Living Wage irrespective of where they live. Our ambition is that all of these conditions combined would encourage women returning back to the workforce after a career break to apply for a role at PensionBee.	PensionBee Annual Report 2022 > page 39, PensionBee's Parental Leave Policy & page 40, Paying a Living Wage & Measuring our Progress
	Does the company have a retail customer base? Mark Y if company sells products or services to consumers through a business-to-consumer sales model. If you only sell products or services to consumers through a business-to-household sales model, mark N.	Y	PensionBee provides a financial service to retail customers across the UK.	PensionBee Pension Plans

PensionBee Bloomberg Gender Equality Index (GEI) 2024 - Calendar Year 2022 Data Used

External Brand	Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?	Yes	PensionBee is committed to gender parity across its customer base and has allocated marketing spend to both retaining and increasing the number of female customers. This includes product-focused tailored marketing campaigns to reach higher numbers of female investors, for example our gender pensions gap campaign, live events with Boring Money and the Ladies' Lootcamp, a webinar masterclass with Ladies Finance Club, and the PensionBee Pension Confident podcasts with Mumsnet and high-profile female money bloggers.	PensionBee Gender Equality Page
	Does the company track the client or customer base by gender?	Yes	PensionBee collects gender-specific data via internal research to understand customers' pension gap broken down by region and age group.	PensionBee Pension Landscape
	Does the company track customer satisfaction feedback by gender?	Yes	PensionBee monitors customer satisfaction feedback, Net Promoter Score, which is measured by gender.	PensionBee Annual Report 2022 > page 58, Customer ratings
	Does the company measure the retention of women clients or customers in any of its businesses?	Yes	PensionBee collects gender-specific data via internal analysis to understand invested customers' retention rates by age group.	PensionBee Annual Report 2022 > page 55
	Does the company provide financial services? Mark Y if the company provides financial services.	Y	PensionBee provides customers with diversified pension plans which are managed by money managers, BlackRock, HSBC, Legal & General and State Street Global Advisors.	PensionBee Pension Plans
	Does the company offer and/or fund any lending, savings, or other financial products specifically for women-owned businesses — micro, small or other?	No	PensionBee is a personal pension provider.	*
	Does the company conduct and/or sponsor any of the following types of programs targeting women in the community? Select all that apply. (a) Financial education programs (b) Health or insurance education programs (c) STEM education programs	Yes (a)	PensionBee sponsors the Ladies Lootcamp event by Boring Money, targeting women who have no financial background or knowledge.	Boring Money
	Does the company give monetary support to any non-profit organization(s) with a primary mission of advocating for the following? Select all that apply.* (a) Racial and ethnic equality in the workplace (b) LGBTQ+ equality in the workplace	No	PensionBee is Race at Work Charter holder, a business-led initiative to promote equality in UK businesses. In 2022, PensionBee data highlights its strong diversity with almost 40% of employees self-identifying their racial or ethnic background as Asian / Asian British; Black, African, Caribbean, or Black British; Mixed, multiple or other ethnic groups. This is on a par with the 40% representation found in London, where the company is based.	PensionBee Annual Report 2022 > pages 38 and 42