

Women in Finance Gender Representation Commitments



CABOT
CREDIT MANAGEMENT
an encore capital group company



At Cabot we want to empower every colleague to be comfortable in being themselves at work. It's why we strive to create and maintain a culture which is firmly grounded in our core values of: We Find a Better Way, We Care and We are Inclusive and Collaborative

Diversity brings different thinking styles and perspectives. That builds our creativity and capacity to find a better way. It also enhances our understanding of the different communities that make up our society. The more we understand, the easier it is to deliver the right outcomes for our consumers.

Prioritising inclusion and belonging improves collaboration and enhances wellbeing; both are fundamental parts of supporting our colleagues, and consequently our business, to thrive.

Our goal is to build inclusion at every level of our business: making Cabot a great place to work for everyone and facilitating equitable access to colleague opportunities. Increasing female representation within our Leadership and STEM-based technical roles is a key part of this, and we are proud to be a signatory of the Women in Finance Charter.

We are delighted that within our Head of Department leadership population, we have increased our female representation to have an equal balance between female and male colleagues.

Our Commitments:

For women to make up at least 25% of our Senior Leadership team (Director Plus) within the next 5 years.

To maintain an equal gender balance within our Head of Department leadership group.

What we're doing:

We're committed to creating a progressive and inclusive organisation that is free from discrimination, bias, and harassment. A place where respect, dignity, honesty and equity are central to our success. To help us achieve this, we've committed to a number of significant actions over the last 12 months:

DEI Strategy:

We have established a new diversity, equity and inclusion strategy and are setting up a quarterly steering committee comprised of senior leaders, to drive the DEI agenda and initiatives across our business. Our strategy is built on 4 pillars:

- Leadership Accountability
- Culture & Connection
- Colleague Journey
- Awareness & Education



In 2024 our key goals focus on enhancing our Leadership and Colleague education and awareness, embedding Allyship and Inclusive Hiring.

Employee Resource Groups:

In 2023 we introduced two new employee resource groups:

The UK Chapter of Women@Encore & Allies

The Black Employee Network



The groups are led by our colleagues, for our colleagues, and receive support and sponsorship from our business leaders. Our aim is to make Cabot a place where everyone can thrive. We see ERGs as critical to achieving that vision by providing support to our diverse team members, and promoting inclusive practices. We hope to expand the number of ERGs further in the future, but for now are focused on embedding and enabling these two forums.

The programs are gathering pace, with the number of members and allies continuing to build.

Developing Talent:

Development of our internal talent is key to driving balanced representation. We continuously monitor and enhance our Talent Management processes, with focus on understanding and developing the diversity of our talent pools. We also ensure robust PDPs and succession plans are in place for our identified talent.

We consistently reflect on and evaluate our recruitment and selection processes to ensure that we are maximising our opportunities to hire from a diverse talent pool and group of candidates in any process.

While we recognise that we are at the start of a journey, we're committed to continuous improvement and getting this right so that every Cabot colleague, and our business, can thrive.



Paul Jenkins – Cabot UK CEO & Executive Sponsor for Gender Diversity

Julie Williams – UK HR Director