

Women in Finance Gender Representation Commitments



CABOT
CREDIT MANAGEMENT
an encore capital group company



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



We care



We find a better way



We are inclusive and collaborative

We believe diversity in all its forms brings different thinking styles and perspectives. That builds our creativity and ability to find a better way. It also enables us to understand 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 in turn, 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 facilitate equitable access to opportunities for every colleague in our business. Increasing female representation within our Leadership and STEM-based technical roles is a key part of this, and which is why we were proud to be a signatory of the Women in Finance Charter in 2024.



Our commitments

In 2024, we made the following 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.

How are we doing against our commitments?

We are pleased to see an increase in female representation among our Senior Leadership group, with 23 % of the Director plus leadership team overall now made up of female colleagues. While still not where we want to be, this is a marked increase from the 13% when we signed the charter and made our commitments. We believe this is down to having a strong pipeline of female talent and representation within our Head of Department leadership population, who've been successful through the equitable access to opportunities we are providing, and our inclusive hiring practices.

We approach this positive change with both optimism and a grounded perspective. Our senior leadership team is a close-knit, collaborative group, comprising just 39 colleagues across our business. Given the size of our group, even small shifts can impact our progress. That's why it's essential we continue to nurture and sustain our leadership pipeline, ensuring access remains open and our progress is consistently monitored and evaluated.

We are delighted that within our Head of Department leadership population; our representation split continues to maintain a relatively equal balance between female and male colleagues. With 53% of this group being female, this helps us maintain the pipeline which has helped our progress to date.

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:

Talent: DEI and inclusive hiring processes are embedded within our Talent Attraction and Talent Management frameworks, with focus upon understanding and developing the diversity of our talent pools.

Women's Health & Family Friendly policies: We continue to develop and evolve our family friendly policies to support women throughout every stage of life. We launched our new Menopause policy and now have a network of Menopause Champions raising awareness and working with leaders and colleagues throughout our UK locations.

Our DEI Counsel & Working Groups: Our DEI Counsel and Working Groups focus on "Embracing Diversity". By that we mean actively seeking, welcoming, and celebrating a wide range of backgrounds, perspectives, experiences, and identities within our organisation.



Their work involves recognising and valuing individual differences, including but not limited to gender, race, ethnicity, age, sexual orientation, disability, religion, socioeconomic status, and cultural background. Embracing diversity goes beyond just acknowledging differences; it involves creating an inclusive environment where all individuals feel respected, supported, and empowered to contribute the unique strengths and ideas which their perspective brings. It means fostering a culture that recognises diversity as a source of innovation, creativity, and competitive advantage.

What's being done?

- Continuous improvement of inclusive hiring practices to attract and retain a diverse talent pool.
- Developing partnerships with organisations supporting underrepresented communities to ensure equitable employment opportunities.
- Encouraging diversity in leadership positions by providing mentorship and advancement programs.
- Fostering a culture that celebrates and respects individual differences and perspectives

Our Employee Resource Groups

Our aim is to make Cabot Credit Management, a place where everyone can thrive whilst being themselves. We see ERGs playing a huge role in achieving that vision by providing support to our diverse team members and promoting inclusive practices. Women at Encore and Allies is our resource group for female colleagues and their allies across Encore. The group serves as a support system providing education, personal growth, information, and idea sharing. We have four pillars that all Women at Encore and Allies activities anchor back to:

Foster Fellowship: Foster a sense of community among female colleagues, with a specific focus on establishing networking among women outside of their day-to-day functions. This pillar will also facilitate best practice sharing and the establishment of peer support groups where colleagues can support each other on specific topics such as caregiving, single parenting, and others.

Enable Talent Development: Focus on developing women and preparing them for the future, offering mentoring, creating visibility and opportunity, and emphasizing skill building, risk taking, and self-advocacy.

Create Opportunity to Connect: Create visibility for women within the broader organisation through networking opportunities, promoting understanding of different perspectives, and creating opportunities for conversation, idea sharing, and connection.

Visibly Support Women in our Community: Support women and children in our communities through outreach or volunteer activities consistent with our mission, vision, and values.

We've also introduced a new employee resource group, The UK Chapter of our Pride Network. Just like Women at Encore and Allies and our existing Black Employee Network, this group is led by our colleagues, for our colleagues, and receives support and sponsorship from our business leaders. We hope to continue to introduce new ERGs in the future, but for now we will focus on enabling these three forums to make a difference. The programs are making an impact, with the number of members and allies continuing to build. The education and awareness they are providing will prove invaluable.



Our Commitment to Pay Equity

We complete a periodic review across our business to ensure our colleagues are paid fairly and equitably for equivalent roles. These reviews continue to demonstrate we have broad alignment in pay at each level (taking into account tenure and skills), which tells us that our policies and controls are working.

Our challenge remains that for certain roles our gender balance is not where we would like it to be, and we remain committed to working to change that.

While we recognise that this is a continual and constant cycle, 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