

Sapphire Partners' research highlights a significant increase in female non-executive appointments in the latest quarter

June 2015

Key findings highlight 222 female "Movers & Shakers" in the most recent quarter: 186 appointments and 36 departures

- Good news
 - 92% increase in female NED appointments (115 vs. 60 in prior three months)
 - 38% of NED appointments are women appointed to their first plc NED role, showing new talent is coming through
- Troubling news
 - Female executive appointments down 36% (71 vs. 111 in prior three months)
 - Female departures increased by 29% (36 vs. 28 in prior three months)

Executive Search firm Sapphire Partners today issues its thirteenth quarterly edition of Movers & Shakers¹ which highlights the strong pipeline of women being appointed to executive, board, CEO and chairman roles.

Putting the quarter into context, over the last 12 months, 640 women have been appointed to NED and executive positions (vs. 591 in prior 12 months), while 131 women have left senior roles in the FTSE 100, FTSE 250 as well as professional service companies and the not-for-profit sector.

Sapphire has been tracking moves by senior women for ten years and publishing a detailed analysis since 2012. These findings highlight that there is a large and growing number of highly experienced and qualified women increasingly moving into top management roles. This edition spotlights 222 female board and executive moves over the last three months, within the FTSE 100 and FTSE 250, but also selected roles outside the UK. It also includes 36 women who have stepped down from roles (4 Chairs, 5 CEOs, 12 NEDs and 15 executives).

While much focus has been on highly visible NED appointments, the 71 female executive appointments we have tracked are even more noteworthy as they exemplify the pipeline of future female CEOs and board members: 23 in financial services, 24 in companies, 16 in professional services and eight in the not-for-profit and charity sector.

"As the year-end target date approaches for Lord Davies' recommendations, the pace of board appointments remains strong but a slowdown of 36% in female executive appointments combined with a 29% increase in women leaving roles merits concern".

¹ Figures reflect appointments and departures announced between 1 February 2015 and 30 April 2015. Appointments have been selected based on seniority and profile of company or organisation. Prior quarter comparisons refer to the period 1 November 2014 to 31 January 2015.



Here are 6 examples of interesting appointments featured within the report. Please contact us if you are interested to see more.

- **Dame Colette Bowe** has been appointed Chairman of the Banking Standards Board
- **Sasha Wiggins** has been appointed CEO, Barclays Bank Ireland plc
- **Anita Frew** will become Chairman, Croda International plc
- **Baroness Margaret Ford of Cunninghame** has been appointed Chairman, Grainger plc
- **Jill McDonald** has been appointed CEO, Halfords Group plc
- **Ruth Markland** has announced she will step down as NED, Standard Chartered plc

Sapphire clients wishing to receive the detailed report with the data behind this summary should contact Jodie Forrester on Jodie@sapphirepartners.co.uk or 020 7292 9975.

- Ends-

Note to Editors:

Sapphire Partners is a unique executive search business founded in 2005. The firm has been a pioneer in working with leading UK companies to promote diversity in boardrooms as well as in executive roles. Sapphire has exceptional networks with senior executives and non-executives. The Company works in the UK and internationally across a range of sectors including FTSE firms and private companies keen to tap this wealth of talent.

About the survey

Many sources are consulted and all information is verified. The senior female appointments listed are a wide selection but cannot by their nature be exhaustive.

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