

AVIVA INVESTORS' WOMEN IN LEADERSHIP PROGRAMME

'Accelerating Leadership from the Inside Out'

Aviva Investors fully supports The Diversity Project's efforts to create a more diverse investment industry. We do everything we can to create a fair and inclusive environment for our people and recognise the need for impactful initiatives that will accelerate progress.

We know that our success as a business, now and in the future, will only be possible with a diverse senior leadership team. Equally, there is evidence that female investors are stronger advocates for gender diversity in their portfolio companies - in other words, a diversity multiplier effect.

However - as with our industry as a whole - we still see too much imbalance. There is a clear need for impactful initiatives that will measurably accelerate progress.

I feel extremely privileged to be part of a programme investing in female talent, to help us reach our full potential and lead much-needed change in the industry. It has been invaluable on both a personal and professional level.

Kelly Mikhailoff | Head of Strategic Marketing & Propositions

We launched our global ALIO Talent Programme in 2017 to develop more female leaders, build their confidence and deepen their commitment to Aviva Investors. Our 12-month development journey helps the smart, passionate and talented women

around us build the skills they need for their future careers.

- A tailored approach that includes face to face events, coaching and skill-building webinars
- Access to a global peer network of inspirational women leaders; 'you've got to see it, to be it'
- Exposure beyond their day-to-day teams and opportunities to explore new roles
- Paired with a sponsor who believes in their potential and will actively support their career

To ensure the impact cascades throughout our organisation, we also ask participants to mentor other women outside the programme.

By offering this unique opportunity to develop and empower more female leaders, we will create a more inclusive culture and a stronger Aviva Investors.

But there is much more to be done. We are always committed to supporting greater balance in our industry, strengthening the pool of future women leaders in our organisation — and continuing to build a company we can all be proud of.