



Brightstar Group



Annual Report 2023

Brightstar Financial and Sirius Property Finance are delighted to confirm that we have both met and exceeded our original targets as part of our commitment to the Women In Finance Charter.

Executive Committee	Target %	25%	Current %	38%	Achieved
Senior Management	Target %	40%	Current %	62%	Achieved
Combined Management	Target %	44%	Current %	50%	Achieved
Team Leaders / Captains	Target %	50%	Current %	87%	Achieved

Data Analysis		2017	2018	2019	2020	2021	2022	2023
1a	Number of staff in total workforce	45	52	58	58	68	75	77
1b	Number of female staff in total workforce	17	21	23	22	26	31	32
1c	Female staff as percentage of total workforce	37%	40%	40%	38%	38%	41%	42%
1d	Number of staff in senior management population	10	12	12	12	13	15	16
1e	Senior management as percentage of total workforce	22%	23%	21%	21%	19%	20%	21%
1f	Number of female senior managers	3	6	7	7	6	7	8
1g	Female senior managers as percentage of total senior management	30%	50%	58%	58%	46%	47%	50%
1h	Number of female senior managers from ethnic minority background					0	0	0
1i	Female senior managers from ethnic minority background as percentage of total senior management					0%	0%	0%
2	Female representation on board as percentage	25%	25%	29%	29%	25%	25%	25%
3	Female representation on executive committee as percentage	25%	25%	25%	25%	25%	38%	38%
4	Please provide the date to which the data in this submission relates	Jul 2017	Jul 2018	Jul 2019	Jul 2020	Jul 2021	Jul 2022	Jul 2023

Clare Jupp
 Group Director of People Development
Accountable Executive