



Be Bold, Be Brave, Be Yourself

Investing in the Advancement
of Women at J.P. Morgan

J.P.Morgan



I've never been put under pressure to stay late, or to take a trip somewhere. I've never felt that my promotion prospects were linked to the fact that I had two children. Senior management take an active role in ensuring that working mums have opportunities at every level.

Niamh, Executive Director, Investor Services

Investing in the Advancement of Women at J.P. Morgan

Diversity and Inclusion are the cornerstones of our culture at J.P. Morgan. We believe that in a truly inclusive workplace, everyone counts and everyone participates.

If we are to grow and thrive, it's critical that we evolve with the changing needs of our customers and the diversity of the communities we serve.

With women representing 50% of our global workforce and 50% of our firm's operating committee, J.P. Morgan has long focused on the empowerment and advancement of our women employees. We support the advancement of women at all stages of their career by providing an inclusive culture, growth opportunities, coaching, leadership training and family-friendly policies and benefits.

Women in Finance Charter Commitment

J.P. Morgan has signed the U.K. Women in Finance Charter, which was established to improve gender balance at senior levels in the financial sector. We are committed to increasing the representation of women at all levels across our EMEA locations and, as a signatory of this Charter, we have set a target for women to represent at least 30% of our ED and MD U.K.-based workforce by 2023. Our managers and leaders will drive progress toward this goal and be accountable through disciplined measurement.

Career & Skills Development

Mentoring Programmes

We have dedicated programmes available to help you find and connect with a mentor/mentee across the entire firm and unlock a world of possibilities - build strong relationships, gain invaluable insights and expand your professional boundaries.

Skills Building Workshops

J.P. Morgan works with external organizations to host a range of skills building workshops to help our women prepare for a range of difficult conversations in the modern work environment. The sessions focus on how to approach challenging situations with confidence, positivity and practicality.

Women on Boards (WOB)

J.P. Morgan have partnered with WOB which provides information encouragement and connections to help women get to the top.

30-5-1 Campaign

The 30-5-1 global campaign is a framework designed to support women's career advancement. The message is simple: a senior leader should spend 30 minutes a week having coffee with a talented woman; Spend 5 minutes a week congratulating a female colleague on a win or success; Spend 1 minute a week celebrating their successes with other colleagues.

ReEntry Programme

Fourteen week paid placement that creates pathways back to work for those who have taken a voluntary career break for two or more years.

Supporting Working Families

Maternity Policy

- Employees are entitled to 52 weeks Maternity Leave irrespective of length of service.
- Comprehensive company enhanced maternity policy.

Shared Parental Leave (SPL)

- SPL enables eligible J.P. Morgan UK & Channel Islands parents to choose how to share the care of their child during the first year following birth or adoption.
- J.P. Morgan offers both company enhanced and statutory SPL.

Adoption / Surrogacy Leave

Adoption leave is available to all employees.

Back-up Childcare

Should your usual childcare arrangements break down at short notice, J.P. Morgan offers an emergency back-up childcare programme.

Parental Buddy Programme

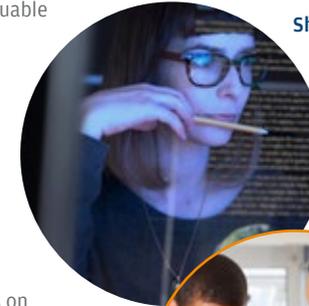
The parental buddy programmes provide a framework to form an informal and confidential relationship with a colleague who is a more experienced parent.

Parents @ JPMC

- Balancing your work life and family life is an important part of creating a happy and healthier life for you and your family. A centralized resource site is available to help you find that balance.
- Flexible Work Arrangements.
- Maternity Lounges in select sites.
- Employee discount web centre.
- Information on what to do when your child becomes unwell.

Finding Families

Initiative jointly sponsored by PRIDE and the J.P. Morgan Working Families Network, which connects employees to buddies who can discuss alternative routes to "finding" a family, such as adoption, surrogacy, donor and other alternative family structures.



Empowering Engagement

Women on the Move Network

This is a forum for women at J.P. Morgan to collaborate and grow as professionals; we work with the lines of business, locations and human resources to ensure that our members have access to the tools that enable the successful retention, development and advancement of women at all levels in JPMorgan Chase.

Men as Allies

Women on the Move (WOTM) Interactive Network is introducing “Men as Allies” globally so men can join the effort to advance, retain and develop women across the firm. Men play a critical role in devising and implementing strategies for leveraging talent in the workplace.



Pride

Our mission is to engage and support LGBT+ and Ally employees, management, and other Business Resource Groups in promoting an inclusive environment within the firm which consistently allows LGBT+ colleagues the opportunity to build successful careers and reach their greatest potential.

BOLD

Providing employees, specifically those of African descent, with an empowering environment that focuses on professional and personal development.

Working Families Network

WFN is a business resource group open to all EMEA employees, with an aim to promote knowledge sharing and provide networking opportunities to support employees with work and family integration.

Employee Assistance Programme (EAP) and Work-Life

To help you manage the challenges of work, family, career, education and the many other facets of your life, J.P. Morgan offers an enhanced employee assistance and work-life service for employees and their family members. It's free, confidential and available 24/7.

meQuilibrium

Online program designed to help you manage stress, feel you best and become more resilient.

Benefits

At J.P. Morgan, in addition to your competitive basic salary, we offer a wide range of benefits to suit you and your families personal circumstances

- Associate level and above holiday entitlement of 27 days
- Discretionary based Incentive Compensation
- Non-contributory pension scheme
- Life assurance
- Accidental death or dismemberment insurance
 - Private Medical Care
 - Permanent Health Insurance
- Interest free Travel Season ticket loan
- Discounted gym
- Employee Stock Purchase Plan
- Flexible Benefits - Opportunity to buy additional benefits such as Dental Insurance, Travel Insurance, Retail Vouchers, Bicycles, etc - can vary from year to year.
- Financial Education Programme



Ready to take your career to the next level?

Apply today at jpmorgan.com/careers.



J.P. Morgan recognizes the talent of the people who work here and works hard to retain that talent, so if someone is working at the next level, then I have seen them progress to that next stage. There are plenty of opportunities to take on more responsibility and leadership.

Safina, Associate, Technology