



As a member of the NWBLT  
I am committed to our

## Delivering Women in Leadership Charter

Gender inclusive teams are  
more profitable, innovative  
and productive.

- I recognise the targets set by the FTSE Women Leaders Review for women in FTSE 350 leadership teams and will take action to aim to collectively deliver 40% women in leadership teams across the NWBLT Membership by Dec 25.
- I will be an active ally to women, to ensure equity by recruiting (ensuring gender balanced short lists and interview panels), welcoming, supporting, actively developing/giving opportunity, promoting and equally paying women within my organisation.



NWBLT  
Rising Stars



North West Business  
Leadership Team

**Simone Peppi**

Founder / Owner, The Pilot  
Group and NWBLT Chair



- I will uphold and champion a strict zero-tolerance policy towards sexual harassment, prejudice and bullying. I and my leadership team are committed to fostering an inclusive environment in our organisation, empowering women to come forward and report any inappropriate behaviour without fear of reprisal. I will also commit to providing a safe work place and promote the use of a secure journey to and from work for women.
- I will take steps to ensure that women are represented on all the tables over which I have influence – both internally and externally.
- I will champion the Charter and encourage its adoption with business partners/across the supply chain.



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