

# EPRA Diversity Programme

## Diversity counts



### Initiated in 2015

The EPRA Diversity Programme was initiated in September 2015 following an EPRA research project which found that women represented about 22% of the board members of the 94 companies in the FTSE EPRA/NAREIT Developed Europe Index.

This figure masked sharp differences at country level, with the number ranging from 11% in the UK to 34% in France.



### Mentoring initiative

EPRA member companies can sponsor women in their organisation to take part in the initiative and receive mentoring from a senior manager in the sector over a two-year period, to assist them in reaching the next level in their careers.

- **Mentor:** Senior management from any EPRA member company who is willing to support the broad aims of a programme participant and is willing to dedicate some time to offer career guidance, advice and assistance from a real-world point of view.
- **Mentoree:** Female executive within the participant company who is committed to promote her ideas and steer her initiatives.
- **Sponsor:** Someone inside the company who confirms that the applicant being put forward is a suitable candidate, typically the applicant's direct line manager.



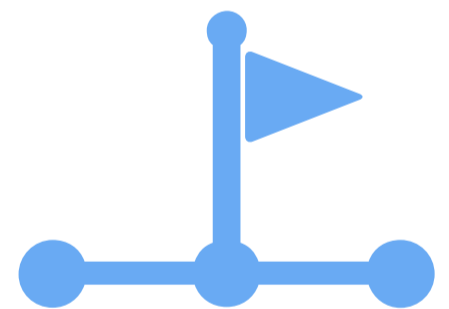
### Ambitious 2020 agenda

As the leading association for European listed real estate, we believe EPRA is best placed to drive the change in the male-dominated property sector. EPRA intends to relaunch its Diversity Programme with a progressive agenda to help the industry meet the ambitious 2020 targets to encourage best practices and be at the forefront of this crucial societal change.



### Diversity Programme's objectives

- Expand the candidate pool: increase the number of women in the talent pipeline, in management and in executive roles
- Promote diversity at Board level of EPRA member companies
- Increase the visibility of women leaders in the real estate industry
- Increase the number of mentors and sponsors in EPRA's Diversity Programme by 50% by 2020
- Maximise the experience for both mentor and mentoree



### Commitment from the top

EPRA's Diversity Programme is kindly co-sponsored by Helen Gordon (Grainger CEO) and Rachel Lavine (Atrium Vice-Chairman) and supported by the Association's Board of Directors.



Want to learn more?

Email us at [diversity@epra.com](mailto:diversity@epra.com)

#### About EPRA

EPRA, the European Public Real Estate Association, is the voice of the publicly traded European real estate sector. With more than 240 members, covering the whole spectrum of the listed real estate industry (companies, investors and their suppliers), EPRA represents over EUR 430 billion of real estate assets\* and 86% of the market capitalisation of the FTSE EPRA/NAREIT Europe Index.

EPRA's mission is to promote, develop and represent the European public real estate sector. We achieve this through the provision of better information to investors and stakeholders, active involvement in the public and political debate, improvement of the general operating environment, promotion of best practices and the cohesion and strengthening of the industry. Find out more about our activities on [www.epra.com](http://www.epra.com)

\*European companies only