



Department for
Business & Trade

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9 August 2023

Parker Review: Top 50 Private Companies Ethnic Diversity Submission for 2023

Dear Chair / CEO

This is a follow-up to the letter we e-mailed you on 23 March about the Parker Review on Ethnicity in UK business. A copy of that email is attached.

There is a link to our latest Report in March 2023 here: [The Parker Review March 2023 Report](#)

The Parker Review decided earlier this year to look at ethnic diversity at senior levels within 50 of the largest private companies in the UK. These 50 companies are the same group as those identified by the FTSE Women Leaders Review which asked you for data in 2022. I know that co-Chairs and CEO of the FTSE Women Leaders Review will be writing to you in September about its annual request for data from you.

As a result, in the early Autumn, we will be writing to you to ask, for the first time, for information on the number of ethnic minority directors, if any, you have on your main Board (or equivalent for partnerships). We will be asking you to provide this information by the middle of December and we intend to report on it, for the first time, as part of our annual review which is typically published in the first half of March.

In subsequent years, we will be asking you for similar information on your senior management team - normally defined as those on your executive committee (or equivalent) and the senior managers reporting directly to them. We will be asking you for the total number of these executives and the number of these executives who are from ethnic minorities. We will also ask you in Autumn 2024 for a target percentage for the proportion of your senior management team coming from ethnic minority backgrounds by a target date of December 2027.

The purpose of this letter is to remind you of these requests and to let you know that a member of the Parker Review Committee is available to answer any questions you may have on this process.

Yours sincerely

David Tyler
Chair, Parker Review

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Co-Chair, Parker Review