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31 July 2024

Dear Chair/CEO,

Parker Review: Ethnic Diversity Submission for 2024

We would like to thank all of the companies which have been working to enhance the ethnic diversity of their boards and their senior management teams in recent years.

We believe that the progress being made is improving the competitive advantage of UK companies and the opportunities for ethnic minorities in businesses in the UK.

This letter is to alert you that we will be asking you for the second time this year to provide the Department for Business and Trade with data on the ethnic diversity of your Board and Senior Management in December 2024.

We would ask all companies to prepare to provide this information to the Department for Business and Trade in October 2024.

In October, we will circulate the questionnaire for this year's Census. However, we would emphasise now that the questions will be almost exactly the same this year as what they were in 2023 except in one regard.

The exception is associated with the definition of Senior Management. Last year was the first time we collected data on Senior Management: normally Executive Committee members and senior managers reporting directly to them (Ex Co + Ex Co minus one). At that time, we did not specify whether the executives to be included were those working worldwide or those working in the UK alone.

We would now like to make it clear that our focus is on Senior Managers working in the UK.

We will be asking all of the companies to provide data for us on that basis, and we will ask you for two sets of figures:

- a percentage target for 2027 for the share of Senior Management working in the UK who will be from an ethnic minority background;
- and the total number of Senior Managers working in the UK in December 2024 together with the numbers of these from an ethnic minority background.

In addition, as an optional question, companies which employ members of their Senior Management in locations outside the UK will have the opportunity to provide this information about Senior Management on a global basis (adjusted if they believe it necessary to exclude countries where they cannot collect the data). We would ask them to use the UK ONS definitions of ethnic minorities.

Last year, when we introduced the questions about Senior Management, we provided a list of **Frequently Asked Questions** on the topic. The updated version of that to cover the change described above can be found [here](#).


We trust that they will be helpful in providing guidance to you when you complete the questionnaire to the Census later in the year.

We emphasise that, as last year, we will not include in our Annual Report in March 2025 any information on individual companies on Senior Management. We will discuss the numbers in aggregate but information provided to us by each company will be treated anonymously.

Thank you in advance for your support for improving diversity and inclusion in the UK's largest businesses.

Please contact the team at the Department for Business and Trade if you have any further questions – either on the email provided above or through the email address provided on our website: www.parkereview.co.uk

Yours sincerely,



David Tyler

Chair



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Co-Chair