



Today, on [#IWD2021](#), we would like to say thank you to all the working women at Gerald for your commitment, passion and contribution to the Group throughout your careers with us.

This past year more than ever, our workforce has demonstrated we can achieve great things. We adapted seamlessly to remote working since the start of the global pandemic. Many have juggled home-schooling, childcare, virtual meetings across different time-zones, the evolving environment and the challenges of the pandemic itself. Despite this, collectively, we achieved an outstanding performance.

We strongly believe that our success is in large part due to the Group's unique, diverse, and inclusive culture. Of our current 200+ employees in the trading business, 40% are women at all levels in the organisation. We are proud to be an industry leader in gender balance and pay and we will continue to push the bar higher and continue to help break barriers. Three of our seven commodity trading desks which had the strongest performance in 2020 are led by women. Furthermore, our Group CFO and COO are women who have been at Gerald for 20+ years, and we have an almost equal representation of women and men from a range of perspectives and backgrounds on the Board of Gerald Group.

Gerald Group's culture is founded on our strong values. Over the years, we have fostered a merit-based culture, where talented men and women, regardless of gender, achieve great things based on their abilities and commitment to Gerald's growth and success. We like innovative thinking, we encourage our employees to take individual responsibility while working collectively, to be bold, effective, efficient and result oriented.

As Gerald Group pursues its ambitions in the metals space, we will continue to set new standards by targeting more women in trading and management roles, and aim to be the best in what we do.

[Let's all Choose to Challenge.#IWD2021 #ChooseToChallenge? #WomenInCommodities](#)