

## JUDGES UNDER THE SPOTLIGHT



Jacqui Ashe  
Head of Credit Risk -  
Mortgages  
**HSBC UK**

**Q: What does it mean to you to be a judge for the Women in Credit Awards?**

**JA:** I was delighted to be invited to judge the WiC Awards. This is a great opportunity to see what amazing women we have in the industry and I'm sure reading all the nominations will be hugely inspirational.

**Q: What are you doing in your current role to raise awareness around gender diversity?**

**JA:** Inclusion and diversity are central to our values at HSBC. Whilst great strides have been made in this area with lots of senior roles now occupied by women, there's still more to do across the industry to close the gender pay gap. As well as keeping the discussion on gender diversity alive, ensuring diverse shortlists and interview panels for recruitment and mentoring women developing their careers in banking,

I also actively encourage shared parental leave and flexible working arrangements. It's important that women are not perceived to always be the ones making career sacrifices to raise a family. As a mother of 3, hopefully I demonstrate that it is possible to achieve a good career/ life balance, regardless of your gender.

It's a fantastic opportunity to support and recognise the work of women. To support and inspire others through shining a light on these role models.

**Q: What is the importance of being a finalist at the Women in Credit Awards?**

**JA:** Anyone who makes it through to the finals should be enormously proud. This is your chance to showcase your achievements and be an inspiration to other women in the industry.

**Q: What are you looking for in a winning entry?**

**JA:** Someone who has gone above and beyond to make a positive impact to their organisation, or the industry. I will be looking for examples of innovation which has improved service to customers, or improved customer outcomes and someone who's passion for their achievements shines through.

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