

Case Study: Improving industry representation for women

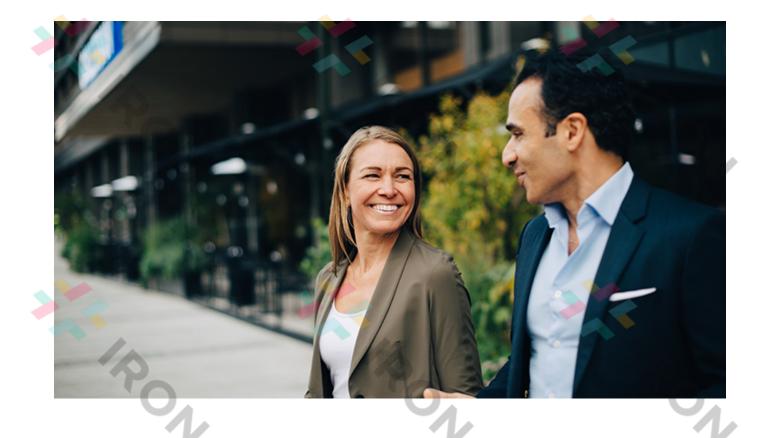
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By Perpetual Sustainability

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Achieving greater gender diversity is a challenge for the funds management industry, and we recognise our responsibility to tackle this issue and the opportunity to work alongside our peers

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We are taking actions to increase representation of women in asset management roles and across our business. Some examples of the actions we are taking are listed below:

In Australia, we aim to achieve at least 40% female representation in our graduate recruitment to support a gender balanced talent pipeline.

We partner with F3 (Future Females in Finance), this year mentoring five female university students on a six-week project.

When hiring senior leadership positions, there must be gender balanced shortlists and a woman present on the selection panel and we require at least 40% female representation across development programs.

Barrow Hanley has set hiring goals for roles where women are underrepresented and has an associate analyst program to increase diversity in investment-focused roles.

Trillium has expanded employee benefits, including additional leave for care givers, resources to support employees in accessing reproductive healthcare, and a formalised hybrid work model.

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J O Hambro is participating for a second year in the Diversity Project Pathway Programme to foster female portfolio manager talent.



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