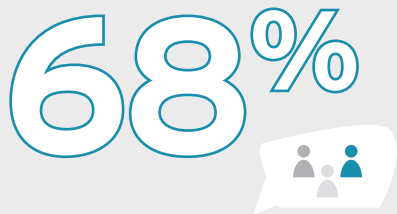


BUSINESS DIVERSITY

The Financial Services Council (FSC) 2022 Diversity Survey

found that global and domestic fund managers report having a focus on improving gender diversity in their business and the overwhelming majority are tracking gender diversity statistics within their organisation (95%) as well as within investment management teams (95%)



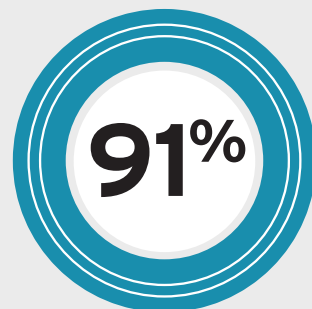
OF FUND MANAGERS SURVEYED HAVE SET DIVERSITY TARGETS FOR THE BUSINESS ACROSS A RANGE OF AREAS SUCH AS HAVING AN INCLUSIVE ENVIRONMENT AND USING A RANGE OF MEASUREMENTS AND TARGETS TO MONITOR THIS

GLOBAL AND DOMESTIC FUND MANAGERS TRACKING GENDER DIVERSITY STATISTICS

95%

WITHIN THEIR ORGANISATION & WITHIN INVESTMENT MANAGEMENT TEAMS

Setting targets work with 91% of organisations reporting making progress towards their business diversity target



INVESTMENT MANAGEMENT DIVERSITY



Progress

27%
WOMEN



THE SURVEY FOUND THAT WOMEN ON AVERAGE MAKE UP 27% OF INVESTMENT TEAMS. THIS IS AN INCREASE OF 2% FROM LAST YEAR

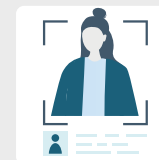
45% ✓

45% OF FUND MANAGERS SURVEYED HAVE ALSO SET FORMAL DIVERSITY TARGETS WITHIN INVESTMENT MANAGEMENT TEAMS

78% OF THESE ORGANISATIONS REPORT MAKING PROGRESS AGAINST THEIR TARGET

78%

36%



The funds management industry is still predominantly a male industry, with women on average making up 36% of the organisation and 27% of investment teams

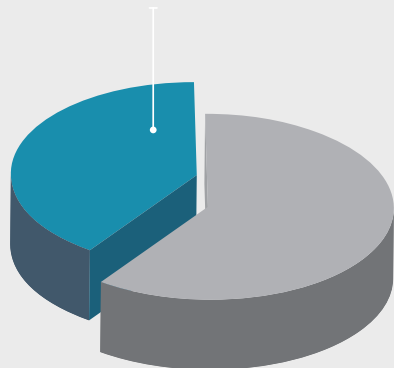
WOMEN IN INVESTMENT MANAGEMENT CHARTER

The **FSC Women in Investment Management Charter** (WIM Charter) was launched in 2021 with the purpose of providing members with a practical framework to support greater gender balance in investment management roles. The WIM Charter introduces accountability and transparency mechanisms to enable organisations to achieve their desired, self-nominated, gender diversity target within their investment management teams.



40%

OF RESPONDENTS HAVE SIGNED UP TO THE WIM CHARTER AS SIGNATORIES



WHAT ARE THE BARRIERS TO GENDER DIVERSITY IN ASSET MANAGEMENT?

- 1 Candidate pool limitations across all levels including entry level positions.
- 2 Hiring practice limitations including short placement timelines which limit searches.
- 3 Achieving greater gender balance will take time and a multifaceted approach is needed.

WHAT CAN HELP DRIVE CHANGE TO SUPPORT GREATER GENDER DIVERSITY IN ASSET MANAGEMENT?

- 1 Increasing placement timelines, or better yet hiring ahead of need, are important considerations that can raise female participation. Employers may also need to recruit from outside the industry to achieve change, which generally takes longer than recruitment from within the industry.
- 2 Organisations report putting in place business processes to support diversity objectives such as refreshing Diversity and Inclusion (D&I) policies; focusing on development of talent including putting in place formalised sponsorship and mentorship programs for women within the business; setting targets and introducing accountability at different levels and monitoring progress.