# Case Study: Improving industry representation for women

**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 and partners to drive change.

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