



MEDIA RELEASE

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IMPROVING GENDER BALANCE IN INVESTMENT MANAGEMENT TEAMS

The Financial Services Council (FSC) has today launched the Women in Investment Management Charter (the Charter) along with announcing the findings of a fund manager member survey demonstrating the need for action to improve female representation in the funds management industry.

FSC CEO Sally Loane said: “The FSC surveyed our domestic and global fund manager members on gender diversity in their investment teams. The survey showed that women on average make up **25 per cent** of investment teams.

“While this is a solid result, and a significant improvement on a 2017 survey by Frontier Advisors which showed women made up just 14 per cent of Australian equity management teams, the FSC and the industry recognise there is still more to do achieve equality in funds management industry,” Ms Loane said.

“We are today launching the Charter to promote diversity in investment teams, and we are pleased that eight of our fund management members have signed the Charter already.”

There are four principles that the Charter signatories adopt which include:

- appointing an investment management senior executive who is responsible and accountable for gender diversity within the investment management team;
- setting internal targets for gender diversity in the investment management division;
- monitoring and reporting annually how the organisation is tracking against its target; and
- having an intention of linking the pay of relevant staff to delivery against the gender diversity target set by the organisation.

Launching the Charter, FSC Chairman and Mercer CEO David Bryant said: “While the importance of diversity is well recognised, there is more to be done as an industry. This is why the FSC is driving this important initiative for the industry to improve gender diversity within investment management teams.”

“At Mercer we recognise that the investment industry must act to address systemic imbalances, and as such I am pleased to announce that Mercer has signed up to the Charter from its inception. Shifting the dial requires a deep level of commitment, investment and consistency to move from what we say we will do in policy, to what we actually do in practice.

“The Charter focuses specifically on addressing gender diversity in active investment functions or investment execution roles, where we see the lowest levels of female representation, such as portfolio managers or analysts. The Charter introduces valuable accountability and transparency mechanisms to enable organisations to achieve their self-nominated, gender diversity target,” Mr Bryant said.

The FSC is pleased that eight members collectively managing more than \$600 billion in assets under management have signed on to this voluntary initiative, including:

- AllianceBernstein Australia Limited;
- Australian Ethical Investment Ltd;
- Challenger Limited;
- First Sentier Investors;
- Mercer;
- QIC Limited;
- Russell Investment Group; and
- State Street Global Advisors Australia Limited.

Recognising that supporting gender diversity is important right across the financial services industry, the FSC has also assessed its gender diversity and gender pay equality.

“The average salary for women at the FSC is within two per cent of the average salary for men, and our gender diversity is balanced. We are also one of the few employers in Australia which pays the superannuation guarantee for all staff who take parental leave,” Ms Loane said.

The Charter builds on a gender diversity resource library at the FSC, which includes a Guidance Note released last year that focuses on Improving Gender Balance in Investment Management Teams.

“Together these initiatives reflect the fund management industries’ commitment to supporting greater gender balance and supporting organisations with practical guidance and resources as they move to improve the representation of females in their investment management teams,” Ms Loane added.

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About the Financial Services Council

The Financial Services Council (FSC) has over 100 members representing Australia's retail and wholesale funds management businesses, superannuation funds, life insurers, financial advisory networks and licensed trustee companies. The industry is responsible for investing almost \$3 trillion on behalf of more than 15.6 million Australians. The pool of funds under management is larger than Australia's GDP and the capitalisation of the Australian Securities Exchange and is the fourth largest pool of managed funds in the world.