

Case study: Striving for gender equity

By Perpetual Sustainability

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Perpetual has a target to increase the representation of women in senior leadership roles to 40% by the end of FY24. Currently, 34% of our senior leader cohort are women across all our global businesses. This is down from 36% in the previous year and reflects a highly competitive labour market.

We are actively seeking to increase the representation of women in traditionally male-dominated business areas – such as investment management and financial advice.

At a graduate level, we aim to achieve gender parity in our graduate recruitment to support a gender-balanced talent pipeline. We are also encouraging women early in their careers to pursue roles in finance through Perpetual's ongoing collaboration with Future IM/Pact, aimed at attracting more diverse talent into asset management, and a new partnership with F3 – Future Females in Finance. With the support of mentors from Perpetual Corporate Trust and Perpetual Private, in FY22 10 university students completed the six-week F3 work experience program.

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