

Diversity and Inclusion

At Schroders, we believe that cognitive diversity and an inclusive workplace are vital for creating a positive environment for our people and producing the best solutions for our clients.

Our focus is on attracting, developing and retaining diverse employees across our business - being inclusive of different perspectives to ensure that talented people are at the heart of Schroders and of our success, regardless of age, race, gender, sexual orientation, disability, religion or beliefs, or any other characteristic.

Our Group Chief Executive Peter Harrison is the senior sponsor for diversity and inclusion at Schroders. He is personally accountable for ensuring that we foster an inclusive culture which strives for diversity in everything we do, across our entire global workforce.



Diversity of thought is critical to success in modern business. At Schroders we are going a step beyond simply saying that it is important. Signing the Women in Finance charter is one action that enables us to continue to develop a more diverse organisation.

Peter Harrison, Group Chief Executive

Schroders pledges fourteen actions by the end of 2019

2016

- Ensure our recruitment partners display a commitment to diversity and inclusion
- Launch Employee Resource Groups
- Capture diversity data
- Review maternity and flexible working policy
- Introduce transgender policy

2017

- Identify target zones and Senior Responsible Owners
- Position Asset Management as an attractive industry for female and BAME talent
- Introduce inclusive leadership training for all people managers
- Pair top 10% of female talent with senior sponsor
- Introduce 50/50 gender split at all assessment centres

2018

- Introduce mandatory D&I training for all employees
- Pair top BAME talent with senior sponsor

2019

- Target of at least 30% women in senior management
- Increase senior BAME representation

To learn more about our D&I approach, hear from Antoinette Boateng, Schroders Diversity and Inclusion Lead www.schroders.com/en/people/diversity-and-inclusion/diversity--inclusion-business-partner/



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