



Asset Owner Diversity Charter

This is a commitment by signatory firms to work together to build an investment industry which represents a more balanced and fair representation of diverse societies.

The charter reflects asset owners' aspirations to see diversity balance at all levels across financial services firms. A balanced workforce is good for business – it is good for consumers, for profitability and workplace culture, and leads to better investment decisions.

My organisation commits to:

- Incorporate diversity questions into manager selection*
 - Ensuring the questions form part of the scored criteria
 - Ensuring diversity disclosure is incorporated into new investment management agreements, and where possible into existing agreements
- Incorporate diversity into ongoing manager monitoring*
 - Ensuring appointed managers are surveyed annually, using the diversity charter questionnaire
- Lead and collaborate with others in the investment industry to identify diversity and inclusion best practice

Signatories commit to implementing these commitments within 12 months of signing.

**If these activities are outsourced, signatories commit to ensuring that the appointed third party implements this. Where undertaking an advisory role, signatories commit to advise on the inclusion of language into investment manager agreements*