

GENDER DIVERSITY IN SENIOR LEADERSHIP ROLES

Company name : M & G International Investments S.A

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

Through our diversity and inclusion strategy we have a clear five-year plan, including some ambitious targets for 2025, supported by a governance model that spans our entire enterprise and with global workstreams across gender, ethnicity/nationality, LGBT+, disability and life stages. We continue to work toward our targets of 40% women and 20% ethnicity in senior leadership roles by 2025, achieving 35% women and a 13% ratio of people of Black, Asian and minority ethnic backgrounds at the Executive Committee and direct reports level – as of December 2021. From May 2022, following some new appointments to the board, we have maintained our gender balance, whereby four out of nine Directors are women, including the senior independent director and an executive director role and have improved our board diversity with a Director of diverse ethnic background.

Context

Inclusion and diversity are the bedrock of M&G's culture and, alongside climate change, are one of our strategic priorities as a business. The success of our operations is highly dependent on our ability to attract, retain and develop highly qualified professional people with the right mix of skills and behaviours to support our business strategy and culture.

Objectives

We are committed to enhancing our reporting metrics. In May 2021 we published pay gap data inclusive of ethnicity for both 2020 and 2021 – with the gender gap for 2021 recorded as 29.3% (2020: 30.5%), and the ethnicity gap recorded as 5.7% (2020: 9.3%). We continue to work toward our targets of 40% women and 20% ethnicity in senior leadership roles by 2025, achieving 35% women and a 13% ratio of people of Black, Asian and minority ethnic backgrounds at the Executive Committee and direct reports level – as of December 2021.

Approach

This year our priorities are continuing progress against our 2025 commitments of diversity in leadership of 40% women and 20% Black, Asian or minority ethnic people at Executive Committee and direct reports level. Improving our colleague inclusion and well-being indices from 83% and 78% respectively in our annual colleague engagement survey. As an investor we also continue to build our reputation as a champion of diversity and inclusion, and are using our influence to encourage other companies to deliver improvements - setting minimum expectations for investee companies on Board gender diversity, recognising progress on a pathway to gender equality by 2027 can differ according to company location and size, and reporting progress and actions taken.

Impact

We became the first business in our sector to publish data for gender and ethnicity across a two-year period. Moving forward this year, we are continuing to progress against our 2025 commitments and improve our colleague inclusion and well-being indices from 83% and 78% respectively our 2021 colleague engagement survey.

« To do »

We will hold ourselves accountable to deliver against our D&I strategy and 2025 goals for gender and ethnicity in senior leadership. We will also measure our success through delivering year-on-year improvement in our One Voice colleague inclusion index. During the last year we have implemented an enhanced recruitment policy, ensuring that all shortlists align

to our aspirations relating to gender, minority ethnic and socioeconomic diversity

« **Not to do** »

Not setting minimum expectations for diverse candidate pool. Not setting clear and defined targets.