



Diversity and Inclusion Report

Summer 2019



Punter Southall
Aspire

Punter Southall Aspire

Punter Southall Aspire embraces and celebrates diversity and inclusion in all its forms.

We bring together different perspectives from different walks of life and we encourage each employee to learn from one another sharing views, ideas and experiences. As a result, our workforce is eclectic, innovative and dynamic with a more rounded, richer way of thinking that can only build on our core values; simplicity, flexibility and innovation.

We are dedicated to increasing diversity across the business, leading to more productive and engaged teams, stronger propositions and performance, and a happier workforce.

A central part of our vision for a fully diverse and inclusive environment includes increasing the representation of women at all levels and maintaining a varied and equal split of ages.

Punter Southall Aspire - Gender and Age Distribution

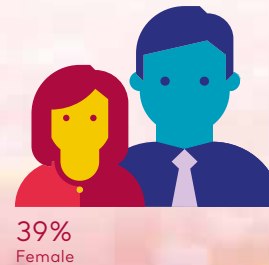
Punter Southall Group Board



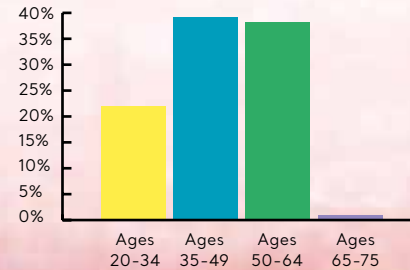
Punter Southall Aspire Operating Committees



PS Aspire Team



PS Aspire Team - Age distribution

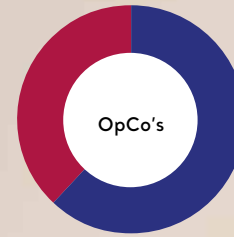


Gender Diversity and Inclusion at Punter Southall Aspire

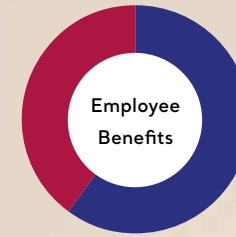
Our aim is to support the progression of women within the group – recognising, promoting and developing female talent.

With a recent reshuffle of our management structure Punter Southall Aspire saw a 92% increase in female representation at a senior level, sitting on Operational Committees in key areas of the business.

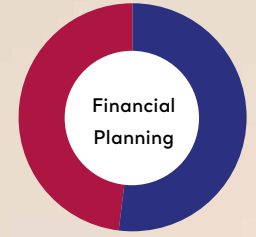
We have an ambition of gender parity across Punter Southall Aspire leadership by 2022 and are keen to achieve this sooner if possible.



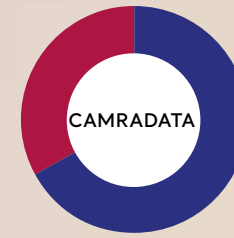
38% Female 62% Male



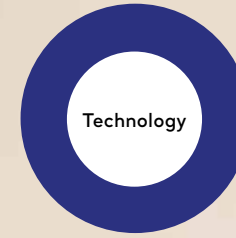
40% Female 60% Male



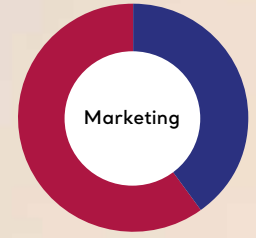
48% Female 52% Male



33% Female 67% Male



0% Female 100% Male



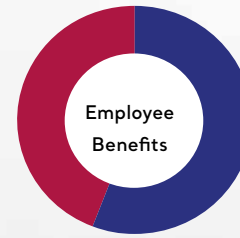
60% Female 40% Male



Gender Diversity at Senior Level

Punter Southall Aspire runs various Operational Committee's (OpCo's) which are responsible for the management of key areas within the business.

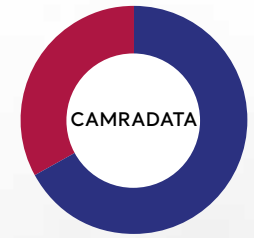
We are proud to have made some progress with the split of male / female employees sitting on the OpCo's and are committed to ensuring each Committee is more equally balanced by 2022.



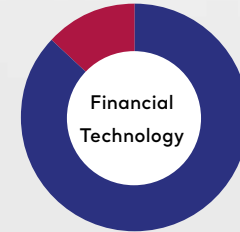
44% Female 56% Male



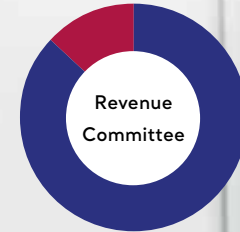
43% Female 57% Male



33% Female 67% Male



13% Female 87% Male



13% Female 87% Male



13% Female 87% Male



Age Diversity and Inclusion at Punter Southall Aspire

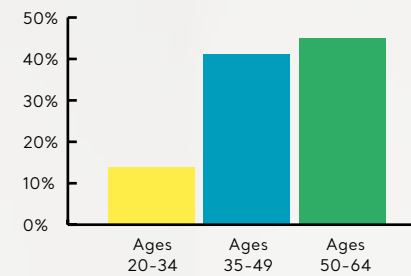
We recognise the value that different generations can offer a business and we celebrate all age brackets.

With careful mentoring and guidance we will ensure all generation types are integrated and respected.

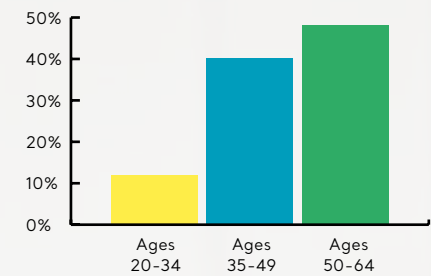
We also work closely with Business in the Community 'Business Champion for Older workers' guidance to ensure we maintain a high level of employees aged 50-69.



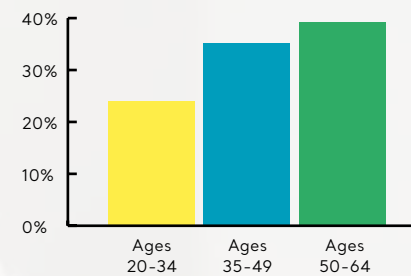
OpCo's



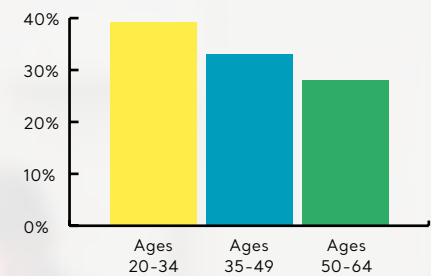
Employee Benefits



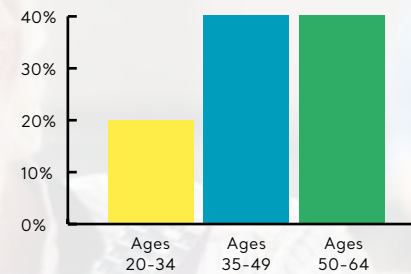
Financial Planning



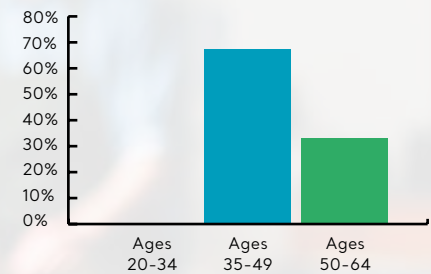
CAMRADATA



Marketing



Technology



Our commitment to a balanced workforce

We have already made some exciting steps in encouraging a greater balance at Punter Southall Aspire and have plans to keep this momentum going, including:

Gender Diversity and Inclusion

- Drive better gender balance, diversity and inclusion at all levels in the organisation.
- Establish Operational Committees (OpCo's) in key areas of the business providing the opportunity for broader involvement and diversity in the management structure.
- Develop female talent within the organisation through training and mentoring.
- Support and encourage greater female participation in meetings, projects and teams.
- Seek new strong female talent to join the business.
- Encourage a better work/life balance and flexible working for all employees to support families and retain female talent.
- Increase diversity and inclusion content in induction training and all aspects of our employee life cycle.
- Be aware of unconscious bias and promote inclusive leadership through our development at all levels.

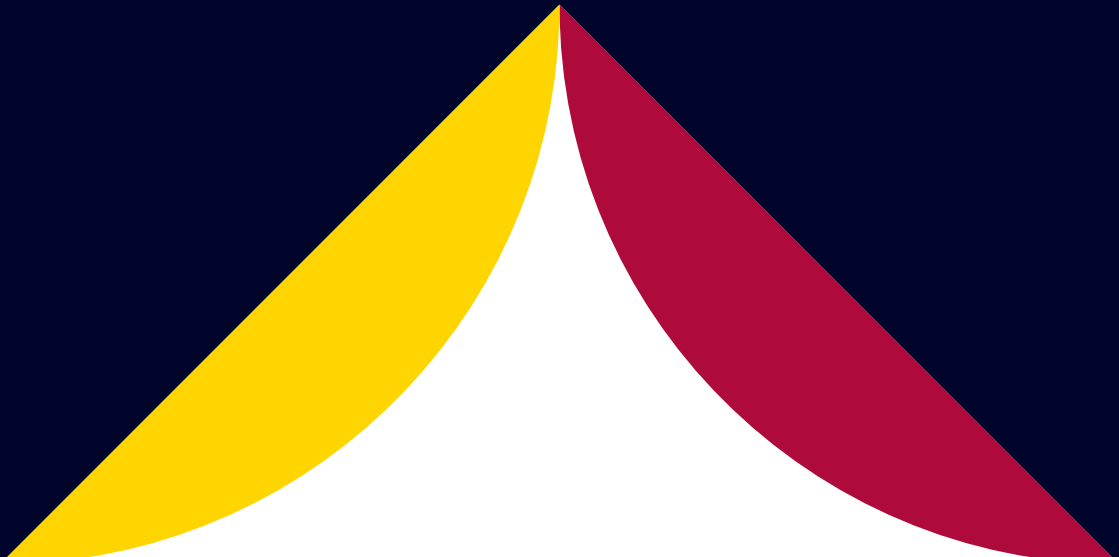
Age Diversity and Inclusion

- Provide mentoring and guidance to all ages within the business so that they better understand other generations' working styles.
- Encourage flexible working for those wishing to start cutting their working hours down.
- Build understanding of generational differences and identify areas for development in order to attract and retain an age-diverse workforce.
- Support 'older' workers with advice and information as they near retirement.
- Live by the ethos of "hiring the right person for the job" regardless of age.
- Celebrate all ages within the business and recognise the skills set they bring.
- Work closely with Business in the Community 'Business Champion for Older workers' to help educate others on the importance of a diversely aged workforce.
- Increase diversity and inclusion content in induction training and all aspects of our employee life cycle.
- Be aware of unconscious bias and promote inclusive leadership through our development at all levels.

Ethnic Diversity and Inclusion

- Provide education and guidance to all staff on the differences in race, colour, nationality and ethnic or national origins.
- Embed the value of increasing cultural diversity, and driving better racial balance, in all areas across the business.
- Develop more ethnically diverse workforce through training and mentoring and encourage further participation from ethnic minorities throughout our community.
- Add inclusion as a "core priority" for all employees at Punter Southall Aspire, encouraging staff to learn more about diversity and make inclusion a subconscious daily action.
- Seek new strong talent from a diverse range of race and ethnicity to join the business.
- Increase diversity and inclusion content in induction training and all aspects of our employee life cycle.
- Be aware of unconscious bias and promote inclusive leadership through our development at all levels.
- Build an understanding of disability within the organisation and identify areas for development.
- Promote ethos where all are welcome.





Punter Southall
Aspire

+44 (0)20 3327 5500
sayhello@psaspire.com
www.psaspire.com

Punter Southall Aspire is a trading name of Punter Southall Defined Contribution Consulting Limited, which is authorised and regulated by the Financial Conduct Authority. Our Financial Services Register reference number is: 121328.
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