



Doug Sharp
Senior Managing Director
and CEO, EMEA

Having a workplace that is diverse, inclusive and supportive is a huge priority for Invesco.

An inclusive culture helps us use the collective, wide-ranging experiences and backgrounds of our people to create better outcomes for clients and provides a more rewarding work environment for our colleagues. As a result, having strong representation of women across our business is an organisational priority.

Invesco EMEA signed up to the UK Government's Women in Finance Charter in 2018. The Charter encourages financial services firms to take specific actions to improve their gender balance. Signing up to the Charter was a public pledge to strive for a gender balance across our business that better reflects society and enables us to continue to be one of the best investment managers in our industry.

Our commitments in 2018

01

We are supportive of this initiative and will apply this beyond the UK to the whole of EMEA with Doug Sharp as the senior executive who is responsible and accountable for gender diversity and inclusion

02

Set a target for female representation of Senior Managers to be between 30% - 40% by the end of 2020

03

Share high level diversity and inclusion activities that will aide our achievement of the target and support having better diversity across the board

04

Goals on diversity have been included for Senior Managers, since 2018, defined as the EMEA Executive group, which support the actions in the areas of focus

Where are we now?

When Invesco EMEA signed up to the Charter in early 2018, we had 26% of women in senior management roles and we surpassed our goal of 30% a little before end 2020. Presently we are at 32% senior female representation in EMEA as of 30th September, 2021.

Since signing up to the Charter, we have seen a significant increase in the number of women in senior roles – having increased from 30 women in June 2018 to 44 in September 2021. We are confident that we will be able to progress further towards the upper end of our goal in the coming years and still feel 30-40% of women in senior management positions is an appropriate goal for the EMEA business in the medium term.

We recognise we still have a lot of work to do, but believe we have the right strategy in place and the engagement across the business to realise our aspirations.



Doug Sharp

Our partnerships



Focusing on gender – part of our wider inclusion strategy

At Invesco encouraging diversity of thought and listening to varied perspectives sits at the heart of our culture and Purpose. One of the key aims of our D&I strategy is to improve the gender balance and representation of women across all areas of our business. Our initiatives are supported by our D&I framework and are focused on actions that are widely accepted as having a positive impact on gender diversity in particular. Some of our key accomplishments in 2021 include:

Women in senior management

Reached our target for women to make up 30% of senior managers across EMEA during Q1 2021 – a public commitment made under HM Treasury’s Women in Finance Charter.

Promoted access

Continued to promote access to Smart Working options in addition to introducing a hybrid future working model for most employees across EMEA.

Industry collaboration

Active participation in and executive sponsorship of several Diversity Project -UK workstreams. In 2021/2 we are leading the launch of a new Diversity Project workstream focused on social mobility.

Enhanced parental leave

In 2020 we launched enhanced, gender-neutral, paid parental leave options across EMEA. We also launched increased support for parents in the workplace.

Unconscious Bias training for all employees

Launched Unconscious Bias training for all employees with over 80% completion globally.

iMentor Programme

Run by our Women’s Network, the iMentor programme is offered to high-potential women to ensure they have support and appropriate guidance as they progress their careers.

Our Business Resource Groups (BRGs) bring together diverse networks

We have a variety of active BRGs in EMEA focused on promoting different aspects of diversity and inclusion. These include Invesco Women’s Network; Invesco Proud; EMEA Ethnicity Network; Working Families Network; Neurodiversity Network; and the Rising Career Network.

Regional and industry mentoring programmes

We provide mentoring opportunities for all employees through our internal mentoring programme. We also participate in industry mentoring through our partnership with City Hive and the UK Diversity Project.



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