

DIVERSITY & INCLUSION ACTIVITIES 2021-2023

Company name : FRANKLIN TEMPLETON INTERNATIONAL SERVICES S.À R.L.

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

Diversity & Inclusion activities 2021-2023

Context

- With employees living and working in more than 35 countries, diversity and inclusion aren't just buzzwords to Franklin Templeton. They are business imperatives that impact our culture from top to bottom, giving us a broader range of perspectives and expertise, fostering innovation, enabling more informed decision-making, and uncovering untapped opportunities. Diversity and inclusion are not the responsibility of any one person or department.
- It's an integrated enterprise-wide initiative and a formal part of how we organize ourselves.
- In August of 2020, Regina Curry was appointed Chief Diversity Officer, reporting directly to Franklin Templeton's CEO Jenny Johnson. Regina leads a team of seasoned D&I practitioners who are responsible for executing the firm's D&I strategy globally. Every part of the world has cultural nuances that impact D&I strategies. Comprising more than 50 senior leaders from across the firm, our three regional Diversity & Inclusion Executive Councils (Americas, EMEA, APAC) ensure top-down accountability and culturally relevant strategies are being championed around the world. We believe that having a more diverse, inclusive, and equitable firm will deliver better outcomes for our clients, employees, and shareholders.

Three strategic pillars guide our D&I strategy. Our D&I initiatives will help us to:

- **PEOPLE:** Become an employer of choice for top talent by increasing diversity at all levels of the firm
- **PRACTICES:** Strengthen inclusive leadership capability and workplace process to remain a business partner of choice
- **PUBLIC COMMITMENTS:** Collaborate with our peers to establish asset management as the industry of choice for a diverse mix of talent and external stakeholders.
-

Objectives

All the below initiatives are in support of one of our three D&I strategic pillars; People, Practices and Public Commitments

Approach

- Since 2021, the following flagship activities have taken place specifically within the FTIS Luxembourg business:
- Inclusive Leadership discussion with Luxembourg Town Hall (January 2023)
- Becoming a signatory firm of the Women in Finance Charter, Luxembourg, and formation of an internal working group to review and work towards increased senior female leadership representation goals (March 8th, 2023)
- Luxembourg representation in our EMEA Regional Executive D&I Executive Council and sub committees - working on specific regional initiatives to progress the topic of Diversity & Inclusion in Luxembourg and the European region (2021-2023)
- Participation in an external Mentoring programme in Luxembourg (2021-2023)
- Participated in the EU Female board pool - prepares females for INED roles - facilitated by external coach.
- Pride Month Celebrations: "Break the Barriers" (29th of June 2022)
- Luxembourg representation in the leadership of our Global Women@FT Business Resource Group for Women
- Panel discussion on International Women's Day 2022: Family and Work #Break the Bias (March 8th, 2022)

- Championing D&I in Finance and Sports - A live discussion with Bernard Hanratty (11th of May 2022)
- Applied Theatre for Community - Workshop 1 (1st of January 2022)
- Since January 2023 we have begun an assessment of diversity & inclusion across all FT EMEA Boards, resulting in the creation of a Fit & Proper Policy which details expected behaviours and standards that impact on the D&I of the Luxembourg business.
- Dress for Success - external mentoring support for women from underrepresented backgrounds designed to support their reentry into the Luxembourg workplace.
- Participation in the ALFI D&I Working Group
- Founding signatory firm of Diversity Project Europe, a cross-border and cross-company initiative championing a truly diverse and inclusive European asset management industry

Impact

There has been a noticeable increase in engagement and interest around the topic of Diversity & Inclusion across the Luxembourg business between 2021-2023

« To do »

Engage all employees in a structured, meaningful way that is relevant to their needs and experiences of D&I.

« Not to do »

Be realistic in terms of the pace of change. Workforce and cultural change are challenging but having clear KPIs for progress based on representation of underrepresented groups and how culture is experienced for everyone across the firm enables incremental progress to be measured. Also, extending the impact of D&I beyond the firm to external industry-wide initiatives alters the landscape of society in general.