

# Global Inclusion Statement

July 2020



# Man Group Global Inclusion Statement

At Man Group we fundamentally believe in the importance of a diverse and consciously inclusive workplace. We do this because it is the right thing to do, but also because promoting and celebrating diversity is a critical factor in the success of our business and it is embedded in our culture and values. The diversity of experience, perspective, beliefs, gender, nationality, ethnic origin and sexual orientation of our workforce enhances the creativity and effectiveness of our business and the service to our clients and reflects the diversity of those clients.



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We believe that by celebrating diversity and building an inclusive working environment, we can attract the best talent to our business and encourage original and collaborative thinking with multiple and differing perspectives which position us to deliver results for our clients.”

**Luke Ellis**  
Chief Executive Officer, Man Group



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At Man Group, we want everyone to know what we stand for, which is an absolute and unequivocal commitment to inclusiveness.”

**Robyn Grew**  
Group COO and General Counsel, Man Group

## Inclusion in Practice

Our global diversity and inclusion network – ‘*Drive*’, is designed to inform, support and inspire our people. The network’s mission is to advance Man Group’s efforts in promoting and valuing diversity and inclusion throughout the firm, and everyone at Man Group is invited to participate in Drive. As well as running internal initiatives and events for staff, Drive may run events with other firms focused on inclusion and belonging and may contribute to and work with external programmes and/or campaigns.

Details of the various practices and policies through which Man Group fosters conscious inclusion can be found in the relevant Staff Handbook. Some of the policies are statutory and, as such, will vary according to each jurisdiction. We have representatives of Human Resources in each of our regions who can provide further detail for employees.

## Taking a Stand Against Discrimination

Man Group is opposed to discrimination in any form. As a minimum, we do not discriminate on the basis of:

- race
- religion or belief
- gender
- gender reassignment
- sexual orientation
- age
- disability
- marriage and civil partnership
- pregnancy and maternity

Training and information given to employees includes our commitment to a fair and inclusive workplace and our zero-tolerance approach to discrimination and harassment. We hold ourselves accountable to the highest standards of behaviour and look to meet best practice in all of our operations, conducting ourselves with integrity and at a base level, complying with relevant legislation in all countries where we operate. Information tailored to jurisdiction can be found in the relevant Staff Handbook.

## Looking after our people and respecting their needs

We are committed to looking after our people and have a global wellbeing programme in place. This includes practical guidance for our employees given by newsletter, webinars and onsite events as well as through our global wellbeing app. Further information can be found on our Benefits and Wellbeing intranet page. Staff benefits are reviewed regularly to ensure we are doing the best we can for our people. We have a number of offerings in place that ensure the needs of our employees are respected and these include: our Gender Neutral Parental Leave, Employee Assistance Programme, Tenure Award Leave and Flexible Working options.

## Development of our People

We are committed to recruiting, developing and promoting the best talent available, and to having access to the widest possible pool of talent in all functions and at all levels of the Group. Whilst the Executive Committee and Human Resources are responsible for setting policies and standards of recruitment and development, the responsibility for implementation and for creating a consciously inclusive culture lies with all employees, and especially with all who are in management.

We promote fairness in recruitment and selection through working with active inclusion recruitment partners, training our managers on how to recruit, ensuring gender balanced interview panels, championing internal progression and promoting our employee referral programme.

We have various support and development programmes in place for our staff which include: educational support programmes; mentoring; coaching; talent development programmes; financial support for professional membership fees; promoting internal mobility – both through domestic moves and global transfers; and educational events such as ‘*lunch and learns*’ with external speakers and experts.

## Encouraging Speaking Up

If our staff see behaviour that is not in line with Man Group’s culture and values, or they believe this statement and/or the policies and practices outlined above are not being upheld, they are encouraged to speak to their line manager or to a member of the Human Resources department. Complaints may be handled internally or can be raised formally via the firm’s grievance procedure. If a staff member wishes to complain anonymously, they can make a report through our Whistleblowing service, details of which are available from the intranet or from the Whistleblowing policy.

## Further Information

The policies and offerings that are in place to support our employees are listed on the intranet site. Information on our policies around health and wellbeing, and on our benefits offerings can be found on our benefits intranet site. Information on our Human Resources policies can be found on the HR intranet site; these include equal opportunities, help with education and learning, time away from the office (including compassionate leave or family leave) and our flexible working policy and employees can contact their Human Resources Business Partner with any questions.

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