

I'm every woman

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Reflecting on Women's Month at M&G Investments

This August, we proudly celebrated Women's Month, honouring the incredible women who shape our lives, our workplace and our future. This year, our theme was 'I'm every woman. Embrace all of it.', a tribute to the diversity, strength and resilience of women in every role and stage of life.

Women's Month holds a special place in South Africa's history, commemorating the more than 20 000 women of all races that marched to the Union Buildings in Pretoria on 9 August 1956 to protest the apartheid pass laws. This pivotal moment demonstrated the power of unity and the crucial role women play in our nation's progress. Today, we continue to celebrate and support women, acknowledging the unique challenges and triumphs they face in the workplace and beyond.

Seizing the opportunity to play a meaningful role in reshaping our industry and communities

As a leading investment manager, we endeavour to use our voice to promote a more equitable society and bring about tangible change in our industry and communities. As long-term investors, we take our commitment to uplifting women in our industry seriously. And that commitment is strongly felt at home, supporting the women of M&G Investments.

Gender diversity enriches our business

We know from research that having diverse teams leads to better decision making. Different perspectives enable us to consider risks and opportunities with greater depth. With an ever-changing investment landscape in South Africa, clients in our industry are also increasingly diverse. Having a team that reflects the diversity of our clients enhances our understanding of their unique needs and preferences, equipping us to develop more tailored and effective investment strategies. As such, diversity and inclusion are key attributes for success in our business.

Leading by example

Our Executive Committee continues to make strides on having a more diverse and inclusive senior leadership, with a strong female representation of 40% (as at 29 February 2024). Through including women of colour in our executive team, we aim to set a good example for our younger staff and other aspiring individuals.

Fifty percent of our staff are female (as at 29 February 2024) with 18% of the total number of females being at senior levels. Since 2014, 50% of our internships have gone to black females.

Throughout August, we held a series of weekly events to celebrate our women.

To kick off Women's Month, we invited all staff – including the men - to gather for a sweet celebration with a rich variety of cakes. This event highlighted the unique and diverse qualities each woman brings to our workplace.

In the second week, we focused on "embracing it all" and sought to create stronger connections amongst our women. Through a fun, interactive speed-networking activity, there was an opportunity for our women to share what inspires and challenges them, while building meaningful connections within the business.

In the third week, we embraced different voices of our women through an inspiring panel interview. From the newest hire to long-serving team members, and an interesting selection of our colleagues in between, we heard stories that reflect the diversity of experiences and perspectives within our company. It honoured the journeys of the women who make our company thrive.

Embracing change: life lessons from a crisis

To conclude our Women's Month celebrations, we invited all staff to a keynote talk and Q&A with Melanie Verwoerd - former Member of Parliament under President Nelson Mandela, top-rated political analyst and bestselling author. Following the discovery of a large ovarian tumour, Melanie was forced to undergo radical hysterectomy surgery. Her book "Never waste a good hysterectomy" is a brutally honest memoir on trauma, healing and menopause. It is ultimately hope giving and insists that women's voices are heard. To acknowledge and support women's experiences through every phase of life, this session shed light on this important aspect of women's health and wellbeing, which is often overlooked in a corporate setting.

Consistently striving for continued progress

The events we held over the last month at M&G Investments have connected us, inspired us and highlighted issues that women encounter at various stages of their careers. We value the role we can play in transforming not only our business but also the industry in terms of gender equity. While we take pride in the positive shift we've already achieved over the years, we continue to work towards a more inclusive workplace to the benefit of our clients, our people and the future of our industry and communities.

Explore more of our transformation journey in our [sustainability report](#).

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