

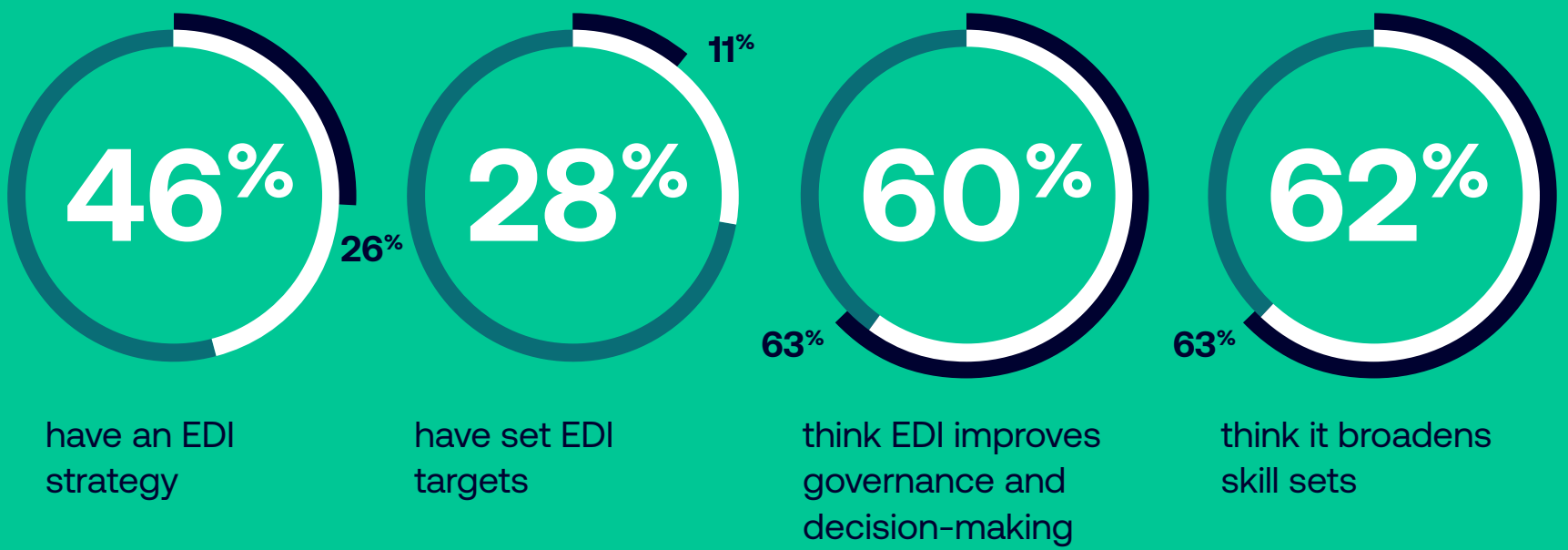
2024 Equality, Diversity and Inclusion (EDI) survey – key findings

- Pension schemes and professional trustees (PT) are tuning into the importance of EDI
- Good intentions on EDI undermined by deficient data and failure to attract diverse talent
- Significant surge in setting out EDI strategies and targets, albeit both remain a minority pursuit

Majority of schemes and PT firms endorse EDI



● 2022 ● 2023



Slow progress in recruiting diverse talent

Social and gender inclusivity has improved

46% sit on boards where at least 80% of board members attended a state school

43% up from **34%** in 2022 sit on boards where at least 20% of board members are women

But recruitment efforts in other areas has been slow and the industry needs to consider succession planning

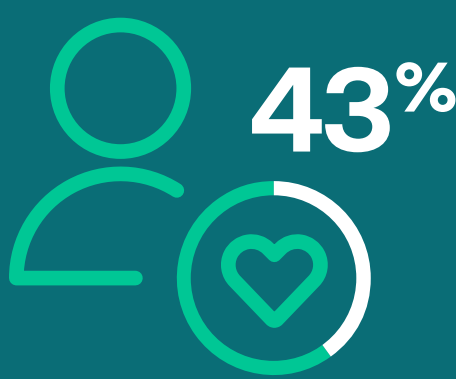
46% say that failure to attract diverse talent is one of the main barriers to EDI adoption

44% of sponsors or MNTs have spent more than a decade in their role

Data deficit puts effective measurement and progress at risk



59% of schemes collect data about members' ages



43% of schemes collect data on gender and 42% of schemes on marriage/civil partnership status



34% of schemes do not collect any diversity data on members at all



Despite the positive momentum of EDI importance, there remains a substantial and persistent EDI gap that requires attention. Succession plans should look to prioritise EDI, and we need a concerted effort to attract diverse talent across the industry. Incorporating measures such as knowledge transfer, mentorship programmes and career development pathways can help bring about a more inclusive pension landscape.



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