

Schroders

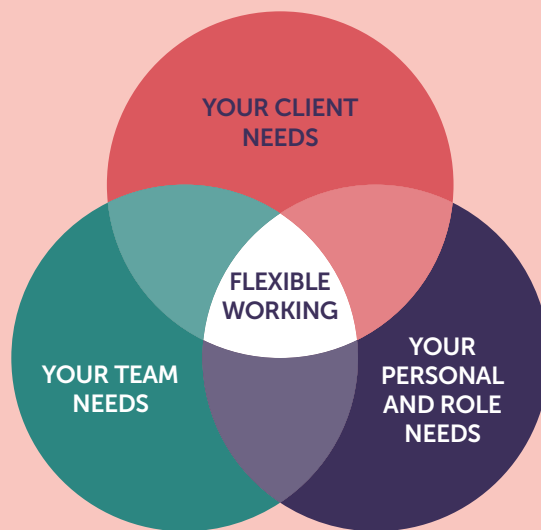
The Flexible Working Charter

SCHRODERS



Emma Holden, Global Head of HR, Schroders

Having achieved their female senior management representation target of 33% in 2020 Schroders are now aiming for 35% by 2022. They have a number of strategies to help them achieve this, including The Flexible Working Charter.



The Charter allows everyone to consider working flexibly so long as it aligns with the rest of their team, and critically the needs of clients. It allows different parts of the business to consider a bespoke approach to working which critically does involve bringing together teams to drive innovation and collaboration.

Anticipated benefits include:

- Driving a more inclusive and diverse organisation,
- Allowing the business to tap into wider and more diverse pools of talent
- The ability to cater to different personality types

“We believe in giving you the power to decide what you want to do as an individual, considering what’s right for your team, but most importantly what’s right for our clients. And where those overlap is actually where we can enable flexible working and everybody wins from that outcome.”

EMMA HOLDEN, GLOBAL HEAD OF HR, SCHRODERS