# Case study: Partnering with females in finance

**By Perpetual Sustainability**

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For the last three years, Perpetual has partnered with F3 – Future Females in Finance to build greater diversity in our industry by encouraging more women to join asset management and financial services early in their career. The 2024 program kicked off in April with five female university students taking up the six-week challenge to deliver a presentation on a real-life business issue faced by Perpetual Group. The task was to deliver a research project to support our development of a Global Human Rights Framework – which is a commitment made in our sustainability strategy, Perpetual's Prosperity Plan.

The F3 students were mentored by members from Perpetual's Sustainability team, who met with students each week to provide guidance and feedback with their given project task. During the sessions, our F3 cohort were exposed to guest speakers from across the Perpetual business. As part of the research project the F3 students undertook peer assessment for the project and made recommendations for the approach Perpetual could consider taking for the framework. At the end of the six-week period, the team of students presented their findings to

members of Perpetual's executive committee, sustainability team and representatives from the Asset Management business.

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