

FY2016 Gender Diversity Objectives

- The Group has at least two female directors and at least two female senior executives/senior managers
- At least one female will be interviewed for all advertised management positions
- All employees (regardless of gender, age and race) are consulted annually via an engagement survey and are given the opportunity to provide feedback on issues and potential barriers to diversity
- Remuneration continues to be benchmarked against market data taking into consideration experience, qualification and performance and without regard to age, gender and race
- Succession plans and leadership programs are designed to assist in the development of a diverse pool of future senior executives and managers and are regularly reviewed
- At least one corporate event is held to which staff can bring partners and children
- Parents (or carers) are offered flexible work arrangements
- All staff undergo 'equal employment opportunity' training at least once a year
- At least 80% of females taking parental leave return to work
- Training hours undertaken by females are at least equivalent to those undertaken by male counterparts