



FY2019 Gender Diversity Objectives

1.	The Group has at least two female directors and at least two female senior executives/senior managers
2.	At least one female will be interviewed for all advertised management positions
3.	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
4.	Remuneration continues to be benchmarked against market data taking into consideration experience, qualification and performance and without regard to age, gender and race
5.	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
6.	At least one corporate event is held to which staff can bring family members
7.	Flexible working arrangements are available for staff with caring responsibilities
8.	All staff receive diversity and related training at least once a year
9.	At least 80% of females taking parental leave return to work
10.	Average training hours undertaken by females are at least equivalent to the average training hours undertaken by male counterparts