

FY2015 Gender Diversity Objectives

- The Group has at least 2 female directors and at least 2 female senior executives.
- If existing staff are promoted, at least 50% of those promoted will be female.
- 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 annual “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.