

### **DIVERSITY POLICY STATEMENT**

The ASX workforce is made up of many individuals with diverse skills, values, backgrounds and experiences. ASX values this diversity and recognises the organisational strength, deeper problem-solving ability and opportunity for innovation that it brings. In order to attract and retain a diverse workforce and, in turn, a broad and varied customer base, ASX is committed to providing an environment in which all employees are treated with fairness and respect, and have equal access to opportunities available at work.

ASX believes diversity makes good sense for the business, not merely because of any legal obligations. Diversity contributes to the achievement of ASX's corporate objectives. It enables ASX to attract people with the best skills and attributes, and to develop a workforce whose diversity reflects that of the Australian population; that is, our customers.

### **WHAT IS DIVERSITY AT ASX?**

Diversity at ASX refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. Diversity at ASX is about the commitment to equality and the treating of all individuals with respect.

### **GENDER DIVERSITY**

ASX has a strong commitment to gender diversity which is demonstrated by an almost equal representation of female and male employees across the ASX Group. High female participation is reflected at all levels of the organisation including among senior management and directors of the Board.

Gender diversity will continue to be a key strategic focus for ASX in the coming years, particularly with the introduction of recommendations on gender diversity by the ASX Corporate Governance Council, which take effect for the first financial year of listed entities beginning on or after 1 January 2011. The Nomination and Remuneration Committee of the Board is responsible for assessing on an annual basis the achievement against gender diversity objectives, including the representation of women at all levels of the organisation.

This increased focus on diversity at all levels of the business will reinforce the importance of equality in the workplace. This is facilitated by ASX's practice of making decisions based on merit for internal promotion, leadership development and flexible work arrangements.

ASX was awarded the 'Employer of Choice for Women' citation by the Australian Government's Equal Opportunity for Women in the Workplace Agency in 2008, 2009 and 2010, in recognition of its commitment to identifying and eliminating barriers for development and career progression for female employees within the organisation.

## **WORK AND LIFE FLEXIBILITY**

The Balance@ASX initiative was launched in 2009 to assist employees in achieving a holistic balance between life and work. The initiative seeks to engage with ASX staff through talent development and career opportunity, creating flexible work practices and providing support for family and personal choices. The initiative focuses on practices designed to assist all employees regardless of gender, age, sexual orientation, background, religion or family responsibilities.

ASX's flexible work initiatives assist employees with carer responsibilities as well as employees looking to transition towards retirement. The internal promotion culture is merit-based, allowing employees to be considered for advancement and secondment opportunities based on achievement, experience and the value they could bring to a role.