



## Approach to Diversity

ASX is committed to providing an environment in which employees have equal access to opportunities available at work, are treated with fairness and respect, and are not judged by unlawful or irrelevant reference to their attributes. This commitment to diversity and inclusiveness enables ASX to attract and *retain* people with the best skills and abilities. It also allows ASX to develop a workforce whose diversity reflects the diversity of our customers and other stakeholders. A summary of the ASX Diversity Policy is available on the Group's website:

[www.asxgroup.com.au/asx-corporate-governance.htm](http://www.asxgroup.com.au/asx-corporate-governance.htm)

Diversity and inclusion continue to be important areas of focus for ASX. ASX was an early adopter of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations on diversity in 2010, aiming for at least 33.3% female participation in management and on the Board by 2015. In the last financial year, ASX appointed Ms Elizabeth Johnstone to the ASX Compliance Board.

ASX has conducted educational events and presentations for listed companies to promote awareness of the new diversity recommendations. A diversity resources page has been established on our website that includes links to relevant source materials, a video presentation on the background to the gender diversity measures, high-level legal guidance on obligations, and links to other useful documents, contacts and research:

[www.asxgroup.com.au/diversity-resources.htm](http://www.asxgroup.com.au/diversity-resources.htm)

The Remuneration Committee is responsible for reviewing achievement against gender diversity objectives, including the representation of women at all levels of the organisation. The Remuneration Committee charter is available on the Group's website:

[www.asxgroup.com.au/asx-corporate-governance.htm](http://www.asxgroup.com.au/asx-corporate-governance.htm)

The proportion of female employees to male employees within the ASX Group at 30 June 2011 was 41% female and 59% male. There is strong female representation in all areas including Management (Group Executive, General Manager and Manager), with 27% of employees at this level (at 30 June 2011) being female. Of ASX's non-executive directors, 25% are female.

For a fourth consecutive year, ASX has been recognised as an Employer of Choice for Women by the Australian Government's Equal Opportunity for Women in the Workplace Agency (EOWA).

This award recognises the programs and policies that concentrate on the development of women at ASX. Some of the key areas ASX continues to focus on include:

- Increasing female representation in the organisation and in senior positions – ASX aims to actively support women at all levels and to ensure that female talent is represented in the leadership pipeline by including high-potential female participation in leadership development, coaching and mentoring programs. In FY11 ASX sponsored a female executive through the Australian Institute of Company Directors (AICD) Company Directors' Scholarship program. ASX also participates in and supports other programs such as the Sustaining Women in Business annual conference and the Chief Executive Women (CEW) Talent Development program.

- Pay equity – ASX will commence a pay equity audit to analyse pay differences between males and females, and then implement an approach to address any issues that may arise from the audit.
- Flexible work practices - ASX is committed to providing managers and staff with the tools to tailor flexible work options that suit both the business and the individual's personal requirements. ASX continues to support staff with caring responsibilities (for the young and elderly) through programs such as Balance@ ASX. ASX will assess and review opportunities to broaden the caring responsibilities criteria and will develop metrics to measure the effectiveness of these programs.
- Parental leave – In FY11 ASX's parental leave policy was reviewed and, effective 1 January 2011, paid parental leave was increased from six to 12 weeks. This is in addition to the Government Paid Parental Leave Scheme. Retention following parental leave has been one area of ASX policy development, resulting in a 75% return to work rate in the last financial year.
- Discrimination and harassment – ASX addresses this through prevention and online training. Training is both regular and specific. Upon commencing employment, all ASX staff complete online equal employment opportunity training. In the last financial year, 100% of staff completed a refresher course in equal employment opportunity training as part of broader compliance training. Specific training for managers is conducted annually.