

Diversity & Inclusion

measurable objectives

The Board determines specific measurable objectives for facilitating diversity annually, whilst assessing progress towards these objectives on a regular basis throughout the year.

In accordance with the Workplace Gender Equality Act 2012, AFG makes public its annual filings with the Workplace Gender Equality Agency (WGEA) and publishes its “Gender Equality Indicators”. Interested parties can access the latest AFG filings at <https://www.afgonline.com.au/corporate/investors/>.

A summary of the measurable objectives set out in the Diversity and Inclusion Policy are set out below:

FY24



Objective 1:

Achieve a minimum of 45% women in management positions (including KMP, Senior Managers and Other Managers) by 2025 with increased year on year representation.



Objective 2:

Continue to develop cultural awareness across AFG ensuring our workforce reflects the diverse Australian population, demonstrated by a positive cultural diversity score of at least 80% in our annual employee survey.



Objective 3:

Maintain workplace diversity as one of the top three performing areas of our employee pulse surveys.



Objective 4:

Continue training and awareness programs to ensure employees maintain and uphold AFG's acceptable and expected behaviours and diversity and inclusion values in the workplace.



Objective 5:

Maintain no less than 30% of each gender in the composition of AFG's Board of Directors.