

## **WILSON HTM INVESTMENT GROUP LTD (WIG): GENDER DIVERSITY POLICY**

Wilson HTM Investment Group Ltd (WIG) has established a policy outlining WIG's commitment to improving gender diversity in the workplace, particularly the percentage of women in management roles. As part of WIG's broader commitment to maximising the potential and existing talent pool within its employee workforce, gender diversity will assist in facilitating diversity of views, a better reflection of the wider community from which we source our employees, clients and investors and therefore better business results.

Diversity objectives and initiatives are reviewed and developed annually and reported to the Executive Management Group, Group Managing Director and the Board. Performance against these objectives forms part of the Key Performance Indicators ('KPIs') for the Executive Management Group and Group Managing Director.

*What are we doing?*

### **Recruitment and Selection**

WIG aims to prevent discrimination, harassment and bullying throughout the employee life cycle beginning with recruitment. We are committed to a systematic approach with recruitment and selection in order to attract, select and appoint the best people in a thorough and fair process. We will also be promoting and monitoring our recruitment activities to encourage suitable female candidates are recommended in each preferred shortlist.

### **Succession and Talent Planning**

We are developing specific strategies to enhance individual's skills and experience to assist to enable career progression. WIG is reviewing its succession planning framework for Executive and Senior Management roles to identify people with high potential. The talent review considers gender as part of the overall commitment to our diversity objectives.

### **Flexible Work Arrangements and Parental Leave**

WIG supports flexible work arrangements through a number of initiatives as well as a return to work payment for returning parents.

### **Learning and Development**

WIG will continue to review its learning and development initiatives to support diversity objectives with an aim to achieve female participation at a level equal to the ratio of women in our workforce.

### **Mentoring and Memberships**

WIG will support appropriate mentoring and networking opportunities/programs for female employees to enhance career and networking opportunities. WIG is involved in Chief Executive Women's Talent Development Program in Sydney and is looking to participate in their inaugural program in Brisbane in 2012. This program is open to both men and women. Other opportunities such as Females in Finance Industry Association are also supported for specific hosting events.

### **Performance and Reward**

WIG's Performance Management framework is intended to provide a fair assessment of performance which is used to drive appropriate remuneration outcomes. Performance is measured against specific objectives agreed by employees and their managers on an annual or more regular basis. An extensive process is undertaken as part of the annual remuneration review to analyse all proposed increases to ensure gender fairness is considered by Management and the Board through its Remuneration Committee in any remuneration outcomes. This analysis is intended to promote gender pay equity.

## Measuring Objectives and Initiatives

The policy includes measurable objectives to achieve gender diversity. The objectives to apply for the year to 30 June 2012 include the proportion of Women in the following categories:

- Across the Company employment group
- Non-executive Directors
- Executive Management
- Senior Management

And measurement of progress in:

- Average Fixed Remuneration (Full Time Equivalent) – by Job Levels
- Parental Leave return rates
- Turnover by gender
- Training participation – by gender
- Employee engagement survey results – by gender

KPIs for the WIG Executive Management Group include targets to achieve a broader level of gender and cultural diversity in our workplace.

For further information please contact James Hanson, National Human Resources Manager on (07) 3212 1079.

\*\* Please note: This document is a summary of our policy and objectives and is not intended to and will not replace the full document. The full Gender Diversity Policy is published on the Group's intranet.