

Diversity & Inclusion

Measurable Objectives FY25

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 www.afgonline.com.au/corporate/investors.

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



Objective 1:

Achieve a minimum of 45% women in management positions (including KMP, Senior Managers and Other Managers) by 2026 with increased year on year representation.



Objective 2:

Maintain an overall diversity score of 75% of our employee DEIB pulse survey (aggregated score of staff's perception of Diversity, Equity, Inclusion and Belonging in the workplace).



Objective 3:

Champion under-represented groups (e.g. older employees, people who identify as having disability or neurodiverse, LGBTQIA+) as measured by initiatives undertaken and our inclusion survey.



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:

Work towards a 40:40:20 (male/female/flexible) gender ratio across AFG's Board of Directors by 2030, aligned to the 40:40 Vision, an investor-led initiative which aims to achieve gender balance (40:40:20) in executive leadership teams of ASX300 companies by 2030.