

# 5 WAYS TO #ACCELERATEACTION IN THE WORKPLACE



## Build an Inclusive Culture

An inclusive workplace doesn't just happen by chance, it requires intentional efforts to promote diversity and address gender biases. Companies with gender-diverse leadership teams are 25% more likely to achieve above-average profitability.

## Close the Gender Pay Gap

In Australia, women are still facing a gender pay gap of, on average, 21.8%, meaning that for every \$1 made by a man, women are earning just 78c — a difference that adds up to \$28,425 a year. Conduct regular pay audits and provide transparency in pay data, to promote trust and accountability.



## Empower Women To Lead

In Australia, women hold only 19.4% of CEO positions in ASX 200 companies. Support women's career growth and leadership aspirations through organisation-wide mentorship and sponsorship programs to create key business relationships and expand their skills.



## Make Flexibility The Norm

Across the globe, just 52% of women between the ages of 25 and 54 are employed (compared to 95% of men), as they struggle to stay in or re-enter the workforce after starting a family. Flexible working options are crucial to helping parents balance work with caregiving responsibilities or expectations.



## Zero Tolerance For Discrimination

Studies show that 30% of women globally have experienced some form of harassment at work. Organisations must take a firm stand against discrimination and harassment by creating clear policies, safe spaces, and supportive reporting processes.

