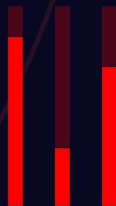
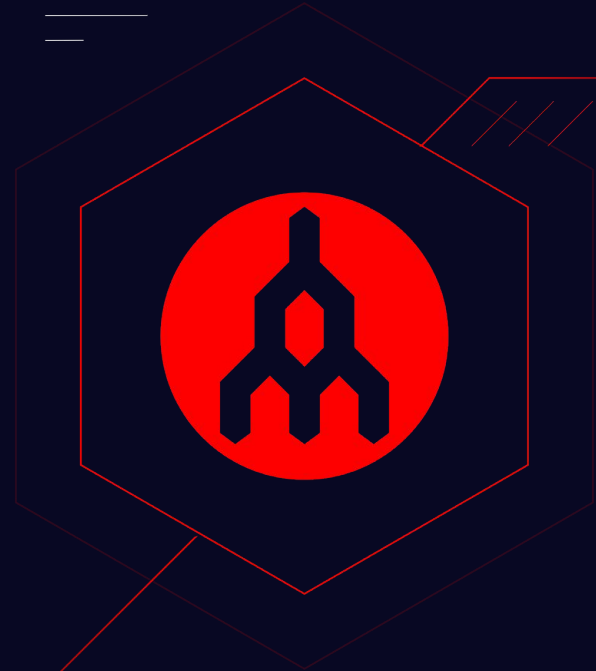
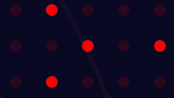




FY23 Diversity Measurable Objectives

9 August 2022



FY23 Diversity Measurable Objectives



In FY23 our DE&I strategy will focus on five key diversity and inclusion areas to foster a culture of inclusion, engagement and high performance at all levels within and across our organisation. These areas include:

1. Gender Diversity and Equality
2. Special Needs
3. Cultural diversity including Indigenous Australians
4. Lesbian, gay, bisexual, trans/transgender, intersex and queer (LGBTQI+)
5. Neurodiversity

FY23 Diversity Measurable Objectives

Focus	FY2023 Objective	Actions
Women in general workforce	41%	<ul style="list-style-type: none"> • Participate in and benchmark against Australian Workplace Equality Index • Partner with 'Women in tech who globally support Education, Entrepreneurialism, Social Inclusion, Science & Innovation. • Expand relationship with MEGT to include Women Cadetship Program • Expand targeted development for our women leaders via Women Rising (Microsoft) • See additional recommended actions on Gender Diversity and Equality
Gender diversity of senior executive team	27%	<ul style="list-style-type: none"> • Actively review pipeline of talent for succession to senior executive roles
Gender diversity at leadership level (E - 2 levels)	35%	<ul style="list-style-type: none"> • Review pipeline of talent for future succession to senior executive roles. • Create succession and development plans to strengthen pipeline. • Create shadow leadership team.
Maintain gender diversity of Non-Executive Board Members	50%	<ul style="list-style-type: none"> • Actively review succession planning for the recruitment of female board directors

FY23 Diversity Measurable Objectives

Focus	FY2023 Objective	Actions
Increase under-represented Minorities (URM)	<ul style="list-style-type: none"> ● Continue focus for URM <ul style="list-style-type: none"> ● Understand cultural diversity across the business ● Work with partners to focus on female and low-income students to excel in STEM undergraduate majors ● Review neurodiversity opportunities in the technology sector ● Identify opportunities to extend activity with resources with special needs (e.g. physical disability) 	<ul style="list-style-type: none"> ● Partner with Codetocollege ● Roll out interviewer unconscious bias training ● Engage with representative organisations (e.g. Jobsupport) to increase support for neurodiversity and expand to other regions ● Engage with specialists in Neurodiversity opportunities ● Develop partnerships with neurodiverse organisations with a view to creating specific opportunities within MP1
Leverage cultural Diversity	<ul style="list-style-type: none"> ● Continue focus for cultural diversity initiatives 	<ul style="list-style-type: none"> ● Continue with the mentoring programme and education workshops for all employees on mental health management within the workplace ● Develop and publish Reconciliation Action Plan for Australia

FY23 Diversity Measurable Objectives

Focus	FY2023 Objective	Actions
Increase Allyship with focus on LGBTIQ Initiatives	<ul style="list-style-type: none">• Create LGBTIQ ally group to increase activities specifically supporting LGBTIQ interactions	<ul style="list-style-type: none">• Build and measure allyship at MP1• Provide education, resources and guides• Agree and recognise supporting behaviours• Form networks and partnerships with targeted groups<ul style="list-style-type: none">○ InterEngineer○ Pride Professionals