



WORKPLACE GENDER EQUALITY

POLICY FOR WORKPLACE GENDER EQUALITY

Current at September 2020

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1 WORKPLACE GENDER EQUALITY

The Workplace Gender Equality Act 2012 (Act) replaced the Equal Opportunity for Women in the Workplace Act 1999

The aim of gender equality in the workplace is to achieve broadly equal outcomes for women and men, not necessarily outcomes that are exactly the same for all.

To achieve this requires:

- Workplaces to provide equal pay for work of equal or comparable value
- Removal of barriers to the full and equal participation of women in the workforce
- Access to all occupations and industries, including leadership roles, regardless of gender; and
- Elimination of discrimination on the basis of gender, particularly in relation to family and caring responsibilities.

Achieving gender equality is important for workplaces not only because it is 'fair' and 'the right thing to do,' but because it is also linked to a country's overall economic performance. Workplace gender equality is associated with:

- Improved national productivity and economic growth
- Increased organisational performance
- Enhanced ability of companies to attract talent and retain employees
- Enhanced organisational reputation.

In accordance with the notification and access requirements of the Workplace Gender Equality Act 2012 (Act), Auswide Bank has lodged its annual compliance report to the Workplace Gender Equality Agency (Agency) for the 2019-20 reporting period and is compliant with the *Workplace Gender Equality Act 2012 (Act)*.