

# Diversity Target



In 2010 we formalised our diversity policy to reflect our belief that diversity is a competitive advantage for our investors. Since then, we have made public commitments and set objectives to achieve gender equity including balanced gender representation on our boards and in our workforce. In 2017, we achieved our combined female participation target in senior leadership roles and the Board (excluding Executive Directors) of at least 33%.

In February 2018, Dexus revisited our diversity targets and agreed a new gender equity target of 40% female, 40% male and 20% either/ other in senior management roles by 30 June 2021 (40/40/20 target). Dexus continues to monitor and report its actual diversity profile in both senior management and Board.

“Board” has been defined as Non-Executive Directors.

“Senior Management” has been defined as CEO, members of the Group Management Committee (Executive Bands 2 and 3), Heads of (Executive Band 1), and Senior Managers (Manager Band 3). This definition is consistent with the Workplace Gender Equality Agency (WGEA) definition for reporting workforce demographics.

## Progress and Targets

	30 June 2018	30 June 2019	30 June 2020	2021 Target
Women on the Board	43%	43%	38%	33%
Women in Senior Management	35%	37%	36%	40%

We continue to support and encourage diversity at all levels – the Board of Directors, the senior management team and throughout our organisation. The Board and Management oversee progress towards the achievement of our diversity objectives, including regular monitoring of key workforce demographics.