



Belonging at BEN FY23-25

Strategic pillars	<p>Workforce Diversity</p> <p>A workforce that is diverse and representative of the communities we operate in across level and function.</p>	<p>Leadership Capability & Commitment</p> <p>Our leaders are change agents and champions with responsibilities for achievement of our D&I goals.</p>	<p>Inclusive Workplace & Culture</p> <p>Our employees are safe and well, supported and connected, empowered to contribute fully to work practices and rewarded fairly for their contributions.</p>	<p>Customers</p> <p>We leverage different perspectives, ideas, skills and experiences to improve our products, attract new customers and enhance the customer experience.</p>	<p>Community</p> <p>We extend our diversity efforts outwards to support the employment and wellbeing of marginalised groups in the communities we operate in.</p>	<p>Governance & Progress</p> <p>Our diversity and inclusion efforts result in measurable change and meet internal and external governance expectations.</p>
Priority dimensions	<p>Progress the implementation of existing action plans for priority dimensions housed under the overarching Belonging at BEN strategy.</p>					
Measurable objectives	<p>Gender - Gender Diversity (40:40:20) at every level of the organisation. Workforce representation - Set baseline demographic metrics and aim for growth. Inclusion - Set baseline and aim for growth.</p>					