

<b>PURPOSE</b>	To foster gender diversity at all levels of the Wesfarmers Group.
<b>POLICY APPLICATION</b>	The principles of this policy must be complied with, or incorporated into divisional, business unit or Corporate Office policies or procedures (as applicable).
<b>POLICY</b>	<p>(a) The Wesfarmers Board, assisted by Wesfarmers management, is responsible for devising and implementing strategies to achieve the Group's gender diversity objectives, monitoring the representation of women at all levels of the organisation and assessing the progress against measurable gender diversity objectives set by the Board.</p> <p>(b) The measurable gender diversity objectives (<b>Measurable Objectives</b>) set by the Board are to:</p> <ul style="list-style-type: none"><li>(i) foster an inclusive culture - involving both women and men in fostering an inclusive culture that upholds our central principle of meritocracy;</li><li>(ii) improve talent management - embedding diversity initiatives into our broader talent management processes in order to support the development of all talent, and to increase the representation of women in management roles;</li><li>(iii) enhance recruitment practices - hiring the best person for the job, which requires the consideration of a broad and diverse pool of talent; and</li><li>(iv) ensure pay equity - ensuring equal pay for equal work across our workforce, with strategies in place to manage pay equity.</li></ul> <p>(c) The Wesfarmers Board must annually:</p> <ul style="list-style-type: none"><li>(i) set gender representation targets in relation to the Measurable Objectives; and</li><li>(ii) assess the Measurable Objectives and progress to achieving the gender representation targets set by the Board.</li></ul> <p>(d) The Wesfarmers Board maintains oversight and responsibility for the Group's gender diversity policy and objectives, and has delegated responsibility for:</p> <ul style="list-style-type: none"><li>(i) the selection of Wesfarmers directors to the Nomination Committee; and</li><li>(ii) reviewing remuneration by gender to the Remuneration Committee.</li></ul> <p>(e) Each division/business unit must:</p> <ul style="list-style-type: none"><li>(i) drive progress within their division/business unit towards gender representative targets set by the Board, by delivering against the Measurable Objectives;</li><li>(ii) provide timely and transparent reporting in relation to managers and executives in the 450 Hay points and above population (or equivalent), including:<ul style="list-style-type: none"><li>• quarterly reporting on gender representation, flexible work arrangements, new hires, exits and promotions;</li><li>• an annual review of pay equity;</li></ul></li></ul>

- 
- an update every six months as to progress towards the gender representation targets set by the Wesfarmers Board; and
  - an annual report lodged with the Workplace Gender Equality Agency detailing information relating to various gender equality indicators, including equal remuneration between men and women.
- (f) The Corporate Office must comply with the requirements set out in paragraph (e) above in relation to Corporate Office managers and executives.
- (g) To comply with the ASX Corporate Governance Principles and Recommendations on gender diversity, gender representation targets set by the Board and progress against the Measurable Objectives are disclosed each year in the Wesfarmers Annual Report in relation to the Wesfarmers Board and senior management of the Wesfarmers Group.

The obligations under this policy are in addition to the requirements of the [Equal Employment Opportunity Policy](#) (Group Policy 1.13).

---

**POLICY  
AMENDMENT**

This policy cannot be amended without approval from the Wesfarmers Board.

---

**LAST AMENDED** August 2016

---