



# Diversity at Insurance Australia Group (IAG) Policy Statement

## Why this is important

IAG is committed to creating a workforce and culture, where:

**We respect and value the different experiences of our people and harness the opportunity and business benefits that diverse ideas and perspectives bring to our organisation and stakeholders.**

Our purpose is to make your world a safer place, and to do this, we need to attract and retain the best people.

Diversity is fundamental to this, because talent doesn't confine itself to one gender or group of people. By attracting and retaining disciplined business leaders who are passionate about our customers and have a broad range of skills, experiences and frames of references, it will drive innovation within our organisation and in turn, deliver an improved financial performance.

At IAG, we're concentrating on improving equity, accessibility and flexibility in our organisation. We believe that improvement in these areas supports our workforce sustainability and builds competitive advantage by leveraging thinking and aligning more closely with our customer base.

## Who this applies to

Exemptions from this policy: None

## List of topics

1. Code of Ethics & Conduct
2. Diversity Targets
3. Monitoring, Evaluation and Reporting Requirements

### 1. Code of Ethics & Conduct

IAG has committed to a Code of Ethics & Conduct that outlines what we value and how we work. For more information, refer to the [Code of Ethics & Conduct](#).

### 2. Diversity Targets

IAG has publicly committed to the following targets:

- Improving the number of women in senior management positions to 40% by 2020
- Improving the employment rate of Indigenous Australians to 1.5% as set out in IAG's Reconciliation Action Plan

### 3. Monitoring, Evaluation and Reporting Requirements

IAG will monitor the scope and currency of this policy.

All divisions within IAG are responsible for implementing, monitoring and reporting on activities and targets mandated by the IAG Executive Team.

The effectiveness of this policy and progress against each year's measurable objectives will be disclosed annually to external stakeholders. This will include the proportion of women employed throughout the whole organisation, in senior executive positions and serving on the board.