



# Gender Diversity Progress Report

June to August 2021

“The achievement of no all-male boards among our top 200 companies is an achievement that should be celebrated. It represents a great shift in the approach to board diversity by our largest organisations.”

**Angus Armour FAICD**

CEO and Managing Director,  
Australian Institute of Company Directors

# All-male boards disappear from ASX 200

Last month, Australia reached another milestone in its journey towards gender equality: no all-male boards among its top 200 companies.

When the AICD first reported the proportion of women directors in the ASX 200 in 2015, there were 28 all-male boards in this cohort.

This achievement should be celebrated. A great shift in the approach to board diversity by our largest organisations has occurred in recent years.

It is testament to the leadership and commitment of ASX chairs and directors, as well as the numerous groups who have pushed for change.

We are aware that this achievement is fragile – last year we saw a similar announcement in the UK FTSE 350, only to see an all-male board enter the index a month later.

To this end, the AICD and 30% Club Australia encourage all boards with one woman or none at all to consider whether their current composition reflects the expectations of investors and the community.

Addressing the issue of continued under-representation of women in key leadership roles has always been a longer-term and more complex challenge. Last week's release of the 2021 Chief Executive Women Senior Executive Census highlighted, yet again, the lack of progress at the executive level of Australia's biggest public companies.

The challenge for organisations is to leverage the benefits of gender diversity at board level to ensure a sustainable model of diversity across all levels of leadership.

The AICD supports the call by Chief Executive Women to set executive-level gender targets. We know gender diversity contributes to better business outcomes, that gender diversity targets drive progress<sup>1</sup>, and that the transparency of reporting regimes encourages accountability.

1. T W Fitzsimmons, M S Yates and V J Callan, 2021, *Towards Board Gender Parity: Lessons from the Past – Directions for the Future*, University of Queensland Business School, Brisbane, <https://aicd.companydirectors.com.au/advocacy/board-diversity/towards-gender-parity-lessons-from-the-past-directions-for-future>, (accessed 17 September 2021).

In the case of boards, the setting of voluntary targets was supported by a range of levers including amendments to the ASX corporate governance principles requiring listed companies to report on the gender split of the board.

The ASX principles also encourage listed companies to establish, review, and report on measurable gender diversity objectives that apply across organisations, including senior executive positions.

**The board plays a key role in setting the tone for inclusion within an organisation, and through their own modelling of diversity can play an influential role in inspiring and supporting women into management.**

Companies that are successfully building out their cohort and lifting the supply of women in leadership roles identify the importance of talent mapping with their organisations and encourage high-performing females to prepare for senior positions.

Also key to this success is the creation of a company culture that is conducive to female career progression. It is critical that boards use their role to set diversity as a priority within the organisation.

The census results reveal that this is already being modelled by a number of our largest companies: nearly half of ASX 100 companies have set and met gender balance in their executive leadership teams.

It is the responsibility of boards to ensure diversity remains on the board agenda. In particular, strong leadership by the chair is critical, and the AICD continues its work engaging our membership for this purpose.

When these principles are embraced by our organisations, gender parity across leadership ranks will be achieved sooner than is currently anticipated.

**Angus Armour FAICD**  
CEO and Managing Director,  
Australian Institute of  
Company Directors

# 30% Club Australia update

The 30% Club Australia is delighted at the recent achievement of no all-male boards on the ASX 200. This milestone has been many years in the making.

Australia is one of few countries to have achieved 30 per cent women on the boards of its largest companies – which now includes its top 300 companies – without mandated quotas or government intervention.

We know the work is far from done. But the trajectory of change Australia has witnessed in its top companies over the past decade demonstrates that the approach Australia has taken – a business-led voluntary approach to targets – can work.<sup>2</sup>

It has also demonstrated that accessing the great volume of untapped female talent in our leadership requires commitment, intent and collaboration, but is possible.

When the push for gender diverse ASX boards began over a decade ago, there was a view that Australia did not offer the talent pool of qualified women to achieve the targets we had set.

With 503 ASX 200 and 665 ASX 300 board positions now held by women<sup>3</sup>, that myth is well and truly busted. The calibre and experience of these women – from those who are well established to those achieving their first listed role – is exceedingly high, busting the myth that setting board gender targets would lead to a decrease in the quality of appointments.

We find ourselves at a point where the business case for gender equality is no longer in question, and it is not acceptable to find women absent from the boardroom. We look forward to the time when all-male boards for all listed companies become a permanent thing of the past.

There are now only eight companies in the ASX 300 with no women on their board, and another 55 that have only one woman. These companies will find themselves increasingly questioned over their board's capacity to face and adapt to future challenges.

2. T W Fitzsimmons, M S Yates and V J Callan, 2021, *Towards Board Gender Parity: Lessons from the Past – Directions for the Future*, University of Queensland Business School, Brisbane, <https://aicd.companydirectors.com.au/advocacy/board-diversity/towards-gender-parity-lessons-from-the-past-directions-for-the-future>, (accessed 17 September 2021).

3. AICD statistics at 31 August 2021.

There has been rapid improvement in the representation of women on the boards of ASX 201-300 companies, with a six per cent overall increase since January 2020. This would indicate that leadership demonstrated by our top companies is influencing our smaller companies, and that our strategy of focusing on the top companies to set the benchmark is working.

At the same time, we note a plateauing of companies at the very top of the ASX, where for many boards, the progressing of female appointments appears to have stalled at around 36 per cent.

These patterns warrant further investigation, and we remind boards that the ASX recommends the setting of targets at 30 per cent as the minimum acceptable level of women's participation.

## 30 per cent is a stepping-stone on the pathway to board gender parity.

The recently released 2021 Chief Executive Women census results show little improvement in the representation of women in executive leadership.<sup>4</sup> Currently, women occupy only 18 CEO roles in companies in the ASX 300. There are also 181 ASX 300 companies with no women in CEO pipeline line roles (profit and loss), and 44 companies with no women in their senior executive leadership team at all.

As has been demonstrated with women on boards, it is possible to create pathways to leadership to ensure gender parity in senior executive roles. Creating this change at the executive level will require activating different levers.

Companies should seize the chance to access all talent available to them, paying particular attention to the talent pipeline within their organisations. This means identifying and reducing the constraints to women's participation and creating cultures in which women are able to thrive and progress. It is also critical that women are encouraged to take on the critical profit and loss responsibility that enables their progression to key CEO, CFO and board roles.

What gets measured, gets done. It is time for companies to set clear gender targets in executive leadership, invest in talent pipelines, and make leaders accountable for improving women's progression into executive roles.

The 30% Club Australia applauds those companies – existing predominantly in the ASX 50 – that are already leading the way and shifting the dial on leadership inclusion.

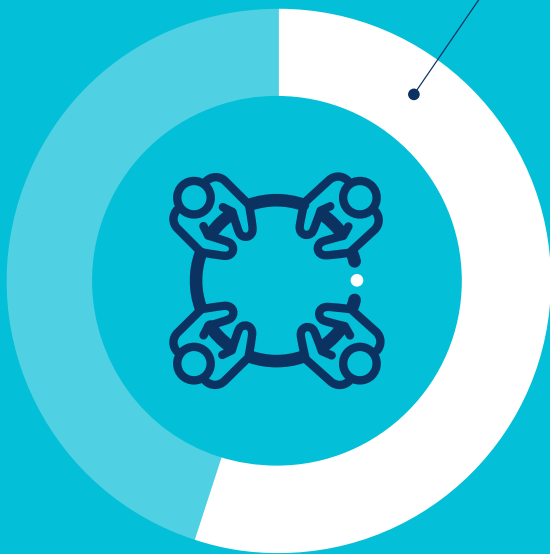
We know that with purpose and intent, change is possible.

**Nicola Wakefield Evans FAICD**  
Chair, 30% Club Australian Chapter  
Non-Executive Director

4. Chief Executive Women, Bain & Company, 40:40 Vision, Hesta, Melior and Spencer Stuart, 2021, *CEW Senior Executive Census 2021*, Chief Executive Women, [https://cew.org.au/wp-content/uploads/2021/09/CEWCENSUS21\\_ASX300Report\\_FINAL.pdf](https://cew.org.au/wp-content/uploads/2021/09/CEWCENSUS21_ASX300Report_FINAL.pdf), (accessed 20 September 2021).

# ASX Progress Statistics

The number of ASX boards that have reached the 30 per cent target.



**166 ASX 300**  
boards have reached  
the 30% target

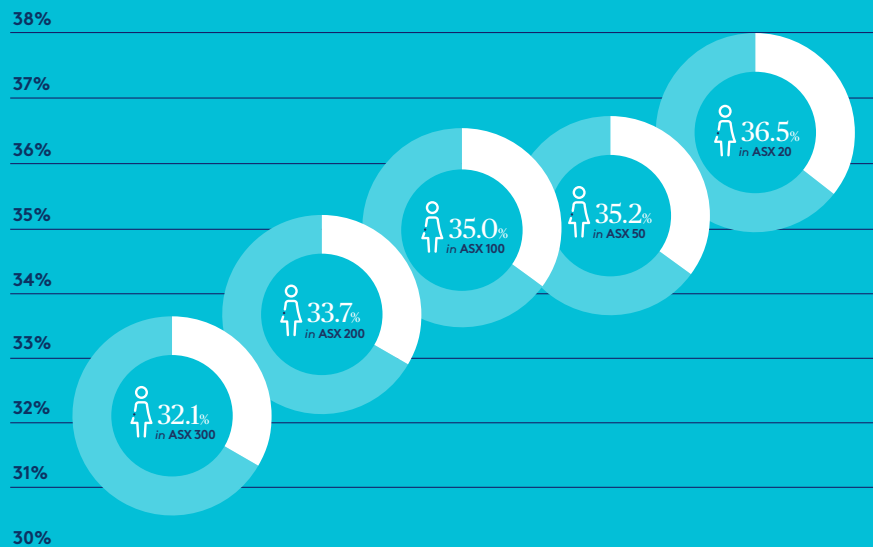
**126 ASX 200**  
boards have reached  
the 30% target

**68 ASX 100**  
boards have reached  
the 30% target

**39 ASX 50**  
boards have reached  
the 30% target

**16 ASX 20**  
boards have reached  
the 30% target

## Female representation on ASX boards



## ASX 200 | ASX 300



**0**  
all-male  
boards

**8**  
all-male  
boards



**22**  
boards with  
only one  
female

**55**  
boards with  
only one  
female



**22**  
female  
chairs

**31**  
female  
chairs

# Progress Report (ASX 200)

The full list of ASX 200 companies with the number of women on their boards is listed below. Individual chairs with an asterisk next to their name are members of the 30% Club. They are committed to ensuring a minimum representation of 30 per cent female directors on their boards.

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Auckland International Airport Limited	Patrick Strange	5	62.5%
Blackmores Limited	Anne Templeman-Jones*	3	60.0%
Deterra Royalties Limited	Jennifer Seabrook	3	60.0%
Spark New Zealand Limited	Justine Smyth	4	57.1%
Woolworths Group Ltd	Gordon Cairns*	5	55.6%
Macquarie Group Limited	Peter Warne*	5	50.0%
AMP Limited	Debra Hazelton	4	50.0%
Ansell Limited	John Bevan	4	50.0%
BlueScope Steel Limited	John Bevan	4	50.0%
Mirvac Limited	John Mulcahy*	4	50.0%
Bapcor Limited	Margaret Haseltine	3	50.0%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	50.0%
CSR Limited	John Gillam	3	50.0%
Elders Limited	Ian Wilton	3	50.0%
Lynas Rare Earths Limited	Kathleen Conlon	3	50.0%
The A2 Milk Company Limited	David Hearn	3	50.0%
Crown Resorts Limited	Jane Halton**	2	50.0%
Atlas Arteria Limited	Debra Goodin	4	44.4%
Bendigo and Adelaide Bank Limited	Jacqueline Hey*	4	44.4%
CSL Limited	Brian McNamee	4	44.4%
Fortescue Metals Group Ltd	Andrew Forrest*	4	44.4%
Medibank Private Limited	Michael Wilkins	4	44.4%
Treasury Wine Estates Limited	Paul Rayner	4	44.4%
Unibail-Rodamco-Westfield N.V.	Leon Bressler	4	44.4%
Abacus Property Group	Myra Salkinder	3	42.9%
ADBRI Limited	Raymond Barro	3	42.9%
AGL Energy Limited	Peter Botten	3	42.9%



ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Appen Limited	Christopher Vonwiller	3	42.9%
Aristocrat Leisure Limited	Neil Chatfield*	3	42.9%
Cromwell Property Group	Gary Weiss	3	42.9%
GPT Group	Vicki McFadden*	3	42.9%
Healius Limited	Robert Hubbard	3	42.9%
Iluka Resources Limited	Gregory Martin*	3	42.9%
Incitec Pivot Limited	Brian Kruger	3	42.9%
Inghams Group Limited	Peter Bush*	3	42.9%
IRESS Limited	Roger Sharp	3	42.9%
Lendlease Group Services Pty Limited	Michael Ullmer	3	42.9%
Megaport Limited	Bevan Slattery	3	42.9%
MetCash Limited	Robert Murray	3	42.9%
NIB Holdings Ltd	David Gordon	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
Oil Search Limited	Richard Lee*	3	42.9%
OZ Minerals Limited	Rebecca McGrath*	3	42.9%
Pendal Group Limited	James Evans	3	42.9%
Reliance Worldwide Corporation Limited	William Crosby	3	42.9%
ResMed Inc	Peter Farrell	3	42.9%
Skycity Entertainment Group Limited	Robert Campbell*	3	42.9%
WiseTech Global Limited	Andrew Harrison	3	42.9%
Xero Australia Pty Ltd	David Thodey	3	42.9%
Commonwealth Bank of Australia	Catherine Livingstone*	4	40.0%
Insurance Australia Group Limited	Elizabeth Bryan	4	40.0%
QANTAS Airways Limited	Richard Goyder	4	40.0%
Rio Tinto Limited	Simon Thompson	4	40.0%
Altium Limited	Samuel Weiss*	2	40.0%
Centuria Industrial REIT	Roger Dobson	2	40.0%
Charter Hall Long Wale REIT	Peeyush Gupta	2	40.0%
Corporate Travel Management Limited	Ewen Crouch	2	40.0%
Gold Road Resources Limited	Timothy Netscher	2	40.0%
IPH Limited	Richard Grellman	2	40.0%
Redbubble Limited	Anne Ward	2	40.0%
Zip Co Limited	Diane Smith-Gander	2	40.0%
ANZ Banking Group Limited	Paul O'Sullivan	3	37.5%
APA Group	Michael Fraser*	3	37.5%
Bank of Queensland Limited	Patrick Allaway	3	37.5%
Chorus Limited	Patrick Strange	3	37.5%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Cochlear Limited	Alison Deans	3	37.5%
Coles Group Limited	James Graham	3	37.5%
Computershare Limited	Simon Jones*	3	37.5%
Dexus Property Group	Wallace Sheppard*	3	37.5%
Domino's Pizza Enterprises Limited	John Cowin*	3	37.5%
Endeavour Drinks Group	Peter Hearl	3	37.5%
IGO Limited	Michael Nossal	3	37.5%
Ingenia Communities Group Ltd	James Hazel*	3	37.5%
Link Administration Holdings Pty Limited	Michael Carapiet	3	37.5%
Orica Limited	Malcolm Broomhead	3	37.5%
Perpetual Limited	Tony D'Aloisio*	3	37.5%
Ramsay Health Care Limited	Michael Siddle	3	37.5%
REA Group Ltd	Hamish McLennan	3	37.5%
Santos Limited	Keith Spence	3	37.5%
SEEK Limited	Graham Goldsmith*	3	37.5%
Sims Metal Management Limited	Geoffrey Brunson*	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
Steadfast Group Limited	Francis O'Halloran	3	37.5%
Brambles Limited	John Mullen*	4	36.4%
Telstra Corporation Limited	John Mullen*	4	36.4%
Woodside Petroleum Ltd	Richard Goyder	4	36.4%
BHP Group Limited	Kenneth MacKenzie*	4	33.3%
Worley Limited	John Grill	4	33.3%
ASX Limited	Damian Roche	3	33.3%
Aurizon Holdings Limited	Timothy Poole*	3	33.3%
Challenger Limited	Peter Polson	3	33.3%
National Australia Bank Limited	Philip Chronican	3	33.3%
Newcrest Mining Limited	Peter Hay*	3	33.3%
Platinum Asset Management Ltd	Guy Strapp	3	33.3%
QBE Insurance Group Limited	Michael Wilkins	3	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%
Suncorp Group Limited	Christine McLoughlin*	3	33.3%
Virgin Money UK PLC	David Bennet	3	33.3%
Wesfarmers Limited	Michael Chaney*	3	33.3%
Alumina Limited	William Day	2	33.3%
AUB Group Limited	David Clarke	2	33.3%
BWP Trust	Erich Fraunschiel	2	33.3%
Collins Foods Limited	Robert Kaye	2	33.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Credit Corp Group Limited	Eric Dodd	2	33.3%
Downer EDI Limited	Richard Harding	2	33.3%
G.U.D. Holdings Limited	Graeme Billings	2	33.3%
G8 Education Limited	Mark Johnson*	2	33.3%
HUB24 Limited	Bruce Higgins	2	33.3%
InvoCare Limited	Bart Vogel*	2	33.3%
IOOF Holdings Ltd	Allan Griffiths*	2	33.3%
Mineral Resources Limited	Peter Wade	2	33.3%
Nearmap Ltd	Peter James	2	33.3%
Netwealth Group Limited	Timothy Antonie	2	33.3%
Orora Limited	Alan Sindel	2	33.3%
Regis Resources Limited	James Mactier	2	33.3%
Shopping Centres Australasia Property Group	Philip Clark*	2	33.3%
St Barbara Limited	Timothy Netscher	2	33.3%
Sydney Airport Limited	David Gonski	2	33.3%
United Malt Group Limited	Graham Bradley	2	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
Waypoint REIT Limited	Laurence Brindle	1	33.3%
Janus Henderson Group PLC	Richard Gillingwater	3	30.0%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	30.0%
Origin Energy Limited	Scott Perkins	3	30.0%
Scentre Group Limited	Brian Schwartz*	3	30.0%
Stockland Corporation Ltd	Thomas Pockett*	3	30.0%
Afterpay Limited	Elana Rubin	2	28.6%
ALS Limited	Bruce Phillips	2	28.6%
Ampol Limited	Steven Gregg*	2	28.6%
Bega Cheese Limited	Barry Irvin	2	28.6%
Brickworks Ltd	Robert Millner	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
Centuria Capital Limited	Garry Charny	2	28.6%
Charter Hall Group	David Clarke*	2	28.6%
Costa Group Holdings Limited	Neil Chatfield*	2	28.6%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	28.6%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
Monadelphous Group Limited	Calogero Rubino	2	28.6%
Nanosonics Limited	Maurie Stang	2	28.6%
NEXTDC Limited	Douglas Flynn	2	28.6%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Omni Bridgeway Limited	Michael Kay	2	28.6%
Perseus Mining Limited	Terence Harvey	2	28.6%
Pointsbet Holdings Pty Ltd	Brett Paton	2	28.6%
Reece Australia Limited	Leslie Wilson	2	28.6%
Spark Infrastructure Trust	Douglas McTaggart*	2	28.6%
Super Retail Group Limited	Sally Pitkin*	2	28.6%
The Star Entertainment Group	John O'Neill*	2	28.6%
Viva Energy Group Limited	Robert Hill	2	28.6%
Whitehaven Coal Limited	Mark Vaile	2	28.6%
James Hardie Industries PLC	Michael Hammes	3	27.3%
Westpac Banking Corporation	John McFarlane	3	27.3%
Transurban Limited	Lindsay Maxsted*	3	25.0%
Boral Limited	Ryan Stokes	2	25.0%
Breville Group Limited	Steven Fisher	2	25.0%
Champion Iron Limited	William O'Keeffe	2	25.0%
Cleanaway Waste Management Limited	Mark Chellew	2	25.0%
Evolution Mining Limited	Jacob Klein	2	25.0%
Growthpoint Properties Australia Limited	Geoffrey Tomlinson*	2	25.0%
JB Hi-Fi Limited	Stephen Goddard	2	25.0%
Magellan Financial Group Ltd	Hamish Douglass	2	25.0%
Polynovo Limited	David Williams	2	25.0%
Premier Investments Limited	Solomon Lew	2	25.0%
Qube Holdings Limited	Allan Davies	2	25.0%
Tabcorp Holdings Limited	Steven Gregg	2	25.0%
Vicinity Centres RE Ltd	Trevor Gerber*	2	25.0%
Washington H. Soul Pattinson and Company Limited	Robert Millner	2	25.0%
Silver Lake Resources Limited	David Quinlivan	1	25.0%
AusNet Services Ltd	Peter Mason	2	22.2%
Beach Energy Limited	Glenn Davis*	2	22.2%
Eagers Automotive Limited	Timothy Crommelin	2	22.2%
Northern Star Resources Ltd	Michael Chaney	2	22.2%
Nufarm Limited	John Gillam	2	22.2%
Orocobre Limited	Martin Rowley	2	22.2%
Seven Group Holdings Limited	Kerry Stokes	2	22.2%
Technology One Limited	Adrian Di Marco	2	22.2%
Arcor Plc	Graeme Liebelt*	2	20.0%
Goodman Group	Stephen Johns	2	20.0%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Harvey Norman Holdings Ltd	Gerald Harvey	2	20.0%
TPG Telecom Limited	Kin Fok	2	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Codan Limited	David Simmons	1	20.0%
EML Payments Limited	Peter Martin	1	20.0%
Flight Centre Travel Group Limited	Gary Smith	1	20.0%
GrainCorp Limited	Peter Richards	1	20.0%
NRW Holdings Limited	Michael Arnett	1	20.0%
Nuix Ltd	Jeffrey Bleich	1	20.0%
Pilbara Minerals Limited	Anthony Kiernan*	1	20.0%
Ramelius Resources Limited	Robert Vassie	1	20.0%
Uniti Group Limited	Graeme Barclay	1	20.0%
Westgold Resources Limited	Peter Cook	1	20.0%
Kogan.Com Ltd	Gregory Ridder	1	16.7%
National Storage REIT	Laurence Brindle	1	16.7%
Pro Medicus Limited	Peter Kempen	1	16.7%
ARB Corporation Limited	Roger Brown	1	14.3%
Chalice Mining Limited	Timothy Goyder	1	14.3%
CIMIC Group Limited	Juan Santamaria Cases	1	14.3%
IDP Education Limited	Peter Polson	1	14.3%
Mesoblast Ltd	Joseph Swedish	1	12.5%
Nickel Mines Limited	Robert Neale	1	11.1%

These figures correct as at 31 August 2021.

\* Members of the 30% Club Australia.

\*\* Interim appointment.

# Progress Report (ASX 300)

The 30% Club has been tracking the progress of S&P/ASX 300 (ASX 300) companies in reaching the 30 per cent target.

For the purposes of tracking progress, we looked at the statistics of:

- i. Those companies in the ASX 300; and
- ii. Those companies that feature in the ASX 300 but not in the S&P/ASX 200 (ASX 200)

## Methodology

The constituents of the ASX 200 are based on the June 2021 Quarterly Rebalance of the S&P/ASX Indices, with rankings based on data provided by MarketIndex.com as 21 June 2021 (by Market Cap).

The ASX 300 and ASX All Ords are based on the March 2021 Quarterly Rebalance of the S&P/ASX Indices, with rankings based on data provided by MarketIndex.com as 22 March 2021 (by Market Cap).

## Statistics

The rankings and companies in the table below are from the ASX 300 only that do not sit within the ASX 200. This is due to the different liquidity requirements for company inclusion in the ASX 200 versus ASX 300 index, which causes a company to be ranked differently when included in the ASX 200 versus the ASX 300.

For the purposes of our analysis of ASX 300 companies, we have removed the companies that feature in both the ASX 200 and ASX 300 indexes. This accounts for the 96 companies in the ASX 300 list below.

The overall percentage of female directors on the boards of the companies currently in the ASX 300 index is 32.1 per cent.

The percentage of female directors on the boards of the companies that feature only in the ASX 300 and not the ASX 200 is 28.1 per cent. This equates to 165 female directors out of a total 587 directors.

The percentage difference highlights that ASX 200 companies, particularly those ranked in the top 100, are lifting the overall percentage of both the ASX 200 and ASX 300 indices.

The rankings and companies in the table below are from the ASX 300 only and do not sit within the ASX 200. Individual chairs with an asterisk next to their name are members of the 30% Club. They are committed to ensuring a minimum representation of 30 per cent female directors on their boards.

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
271	Eclixp Group Limited	Gail Pemberton	4	66.7%
259	Marley Spoon AG	Deena Shiff	4	66.7%
236	Starpharma Holdings Limited	Robert Thomas	3	60.0%
168	Dicker Data Limited	David Dicker	4	57.1%
298	Bubs Australia Limited	Dennis Lin	2	50.0%
214	Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	50.0%
237	Jumbo Interactive Limited	Susan Forrester*	2	50.0%
241	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
219	Genworth Mortgage Insurance Australia Limited	Ian MacDonald*	3	50.0%
267	Australian Pharmaceutical Industries Limited	Kenneth Gunderson-Briggs	3	42.9%
277	Estia Health Limited	Gary Weiss	3	42.9%
160	Event Hospitality and Entertainment Ltd	Alan Rydge	3	42.9%
232	Integral Diagnostics Limited	Helen Kurincic*	3	42.9%
279	Opthea Limited	Jeremy Levin	3	42.9%
253	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
218	Dalrymple Bay Infrastructure Limited	David Hamill	2	40.0%
264	Imdex Australia	Anthony Wooles	2	40.0%
276	Infomedia Ltd	Bart Vogel	2	40.0%
242	Irongate Group	Richard Longes	2	40.0%
185	Lifestyle Communities Ltd	Philippa Kelly*	2	40.0%
184	Lovisa Holdings Limited	No Chair	2	40.0%
274	Paradigm Biopharmaceuticals Limited	Paul Rennie	2	40.0%
204	Temple & Webster Group Ltd	Stephen Heath	2	40.0%
287	Virtus Health Limited	Sonia Petering*	2	40.0%
286	Cooper Energy Limited	John Conde	3	37.5%
226	oOh!Media Limited	Tony Faure	3	37.5%
283	Southern Cross Media Group Limited	Robert Murray	3	37.5%
265	APN Industria REIT	Geoffrey Brunson*	2	33.3%
288	Aurelia Metals Limited	Susie Corlett	2	33.3%
260	Australian Finance Group Ltd	Anthony Gill	2	33.3%
252	Baby Bunting Group Limited	Ian Cornell	2	33.3%
262	Bravura Solutions Limited	Neil Broekhuizen	2	33.3%
273	Cedar Woods Properties Limited	William Hames*	2	33.3%
230	City Chic Collective Limited.	Michael Kay	2	33.3%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
285	Humm Group Limited	Andrew Abercrombie	2	33.3%
239	Ioneer Ltd	James Calaway	2	33.3%
250	Perenti Global Limited	Robert Cole	2	33.3%
256	Resolute Mining Limited	Marthinus Botha	2	33.3%
251	Select Harvests Limited	Michael Iwaniw	2	33.3%
258	Sigma Healthcare Limited	Raymond Gunston	2	33.3%
266	Western Areas Limited	Ian Macliver	2	33.3%
296	Avita Medical Inc	Louis Panaccio	2	28.6%
199	Home Consortium Limited	Christopher Saxon	2	28.6%
234	McMillan Shakespeare Limited	Helen Kurincic*	2	28.6%
211	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder*	2	28.6%
171	Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%
224	Sandfire Resources Limited	Derek La Ferla*	2	28.6%
154	Sealink Travel Group Limited	Jeffrey Ellison	2	28.6%
300	Senex Energy Limited	Trevor Bourne	2	28.6%
254	Tassal Group Limited	Allan McCallum*	2	28.6%
169	Tyro Payments Limited	David Thodey	2	28.6%
222	Centuria Office REIT	Matthew Hardy	1	25.0%
282	Hotel Property Investments Ltd	Raymond Gunston	1	25.0%
268	Money3 Corporation Limited	Stuart Robertson	1	25.0%
261	Adairs Limited	Brett Chenoweth	2	25.0%
248	GWA Group Limited	Darryl McDonough	2	25.0%
255	Life360 Inc.	John Coghlan	2	25.0%
293	Medical Developments International Limited	Gordon Naylor	2	25.0%
291	MyState Limited	Miles Hampton	2	25.0%
235	Smartgroup Corporation Ltd	Michael Carapiet	2	25.0%
244	Synlait Milk Limited	Graeme Milne	2	25.0%
297	SSR Mining Inc.	A E Michael Anglin	3	23.1%
178	Aventus Group	Bruce Carter	1	20.0%
263	BWX Limited	Ian Campbell	1	20.0%
292	Carnarvon Petroleum Limited	William Foster	1	20.0%
245	Data#3 Limited	Richard Anderson	1	20.0%
240	Electro Optic Systems Holdings Limited	Peter Leahy	1	20.0%
275	GDI Property Group Limited	Gina Anderson*	1	20.0%
213	New Hope Corporation Limited	Robert Millner	1	20.0%
246	Nick Scali Limited	John Ingram	1	20.0%
216	Arena REIT	David Ross	1	16.7%



ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
278	Audinate Group Limited	David Krall	1	16.7%
238	Austal Limited	John Rothwell	1	16.7%
192	Coronado Global Resources Inc	William Koeck	1	16.7%
198	Fineos Corporation Holdings PLC	Anne O'Driscoll	1	16.7%
294	Integrated Research Limited	Peter Lloyd	1	16.7%
269	Karoon Energy Ltd	Bruce Phillips	1	16.7%
295	MACA Limited	Geoffrey Baker	1	16.7%
187	Piedmont Lithium Ltd	Jeffrey Armstrong	1	16.7%
299	Red 5 Limited	Kevin Dundo	1	16.7%
284	Service Stream Limited	Brett Gallagher	1	16.7%
209	Telix Pharmaceuticals Limited	Harry McCann	1	16.7%
247	West African Resources Ltd	Richard Hyde	1	16.7%
201	Accent Group Limited	David Gordon*	1	14.3%
289	AMA Group Limited	Anthony Day	1	14.3%
217	Hansen Technologies Limited	David Trude	1	14.3%
270	Mayne Pharma Group Limited	Roger Corbett	1	12.5%
257	Australian Agricultural Company Limited	Donald McGauchie	1	11.1%
290	Alkane Resources Ltd	Ian Gandel	0	0.0%
215	Brainchip Holdings Ltd	Emmanuel Hernandez	0	0.0%
281	Capricorn Metals Ltd	Mark Clark	0	0.0%
190	De Grey Mining Ltd	Simon Lill	0	0.0%
280	Emeco Holdings Limited	Peter Richards	0	0.0%
272	Jupiter Mines Limited	Brian Gilbertson	0	0.0%
227	Mount Gibson Iron Limited	Seng Lee	0	0.0%
243	Rural Funds Group	Leslie Paynter	0	0.0%

These figures correct as at 31 August 2021.

\* Members of the 30% Club Australia.

For more information, please contact

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