



Australian  
Institute of  
**Company  
Directors**

# Gender Diversity Progress Report

March 2023 to June 2023



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“Boards have a key role in overseeing policies and strategies to ensure gender balance in the talent pipeline, supported by robust executive succession planning to sustain meaningful representation.”

— **Nicola Wakefield Evans AM FAICD**  
Non-Executive Director, Chair, 30% Club Australia



# 30% Club Australia Update



Australia's top 20 ranked companies made history this quarter achieving an aggregate 40 per cent women on their boards.

This is an extraordinary achievement signalling that the benefits of board diversity are understood by our largest companies, and solidifying Australia's leading role globally in terms of driving sustained change to the composition of its boards through voluntary targets.

This success reflects the long-term efforts of chairs, boards, regulators, investors, executive search firms and campaigns like the 30% Club Australia that have ensured continued stakeholder scrutiny of appointments to listed boards.

Of course, the aggregate figures do not tell the whole story. Over the past year, this report has focused on several pain points where we know progress still lags including boards who have not yet reached the minimum 30 per cent benchmark.

We put a spotlight on the stubbornly low number of women in c-suite executive director roles, highlighting that the change has been in the appointment of women to non-executive director roles.

Across the 759 directorships currently held by women in the ASX 300, an overwhelming number are non-executive directors (685) while just 37 are executive or managing directors including CEOs, and only 37 are chairs.

For real change to happen, women must be present in the key decision-making roles of chair and CEO. We note that our top 20 companies have seen an increase from 10 to 25 per cent women CEOs in the past year, which is encouraging and further evidence that our leading companies are heeding the call to access the full breadth of the talent pool when making significant appointments.

Boards have a key role in overseeing policies and strategies to ensure gender balance in the talent pipeline, supported by and robust executive succession planning to sustain meaningful representation. Until this is the case, companies are likely to remain underequipped to make timely decisions that drive gender equality.



The 30% Club Australia supports the AICD's 40:40:20 model of board gender diversity, where boards have at least 40 per cent women directors and 40 per cent men directors, as good practice. Approaching diversity through a gender lens is an effective means of boards accessing a broader talent pool and a greater range of skills and capabilities.

ACSI's recent update to its board diversity policy signals a new focus by investors on the 'none and one' companies that we track in this report. The change will see it focus on companies failing to comply with the minimum benchmark of 30 per cent for all ASX 300 companies, regardless of how many women are already on the board.

Nearly a third of ASX 300 boards (97) have not yet reached 30 per cent on their boards, and 15 per cent of those have only one woman or none at all (33 and 11 respectively).

Our spotlight this quarter reveals a consistent decrease in the number of these boards since 2018, when more than a third of ASX 300 boards had only one or no female directors. This demonstrates that gender balance can be achieved, even on smaller listed boards.

Board diversity should be considered as part of a company's readiness for listing – companies should be adhering to the ASX corporate guidelines and ensuring there is balance on the board at the outset; the first step to creating a culture of equity that can then be replicated in operating structures.

Companies must also focus their efforts on developing the pipeline of female talent within executive ranks and ensure more women gain valuable management experience.

We must continue to work with intent on coordinated and long-term strategies that provide opportunities for women to thrive at all levels of leadership.

**Nicola Wakefield Evans AM FAICD**

Non-Executive Director,  
Chair, 30% Club Australia

# ASX Progress Statistics



 THE NUMBER OF ASX BOARDS THAT HAVE REACHED THE 30 PER CENT TARGET

## 202 ASX 300

boards have reached the 30% target



## 143 ASX 200

boards have reached the 30% target



## 76 ASX 100

boards have reached the 30% target



## 44 ASX 50

boards have reached the 30% target



## 17 ASX 20

boards have reached the 30% target



 COMPARISON OF ASX 200 AND ASX 300 BOARDS

## ASX 200

## ASX 300

2

All-male  
boards

11

14

Boards  
with only  
one female

33

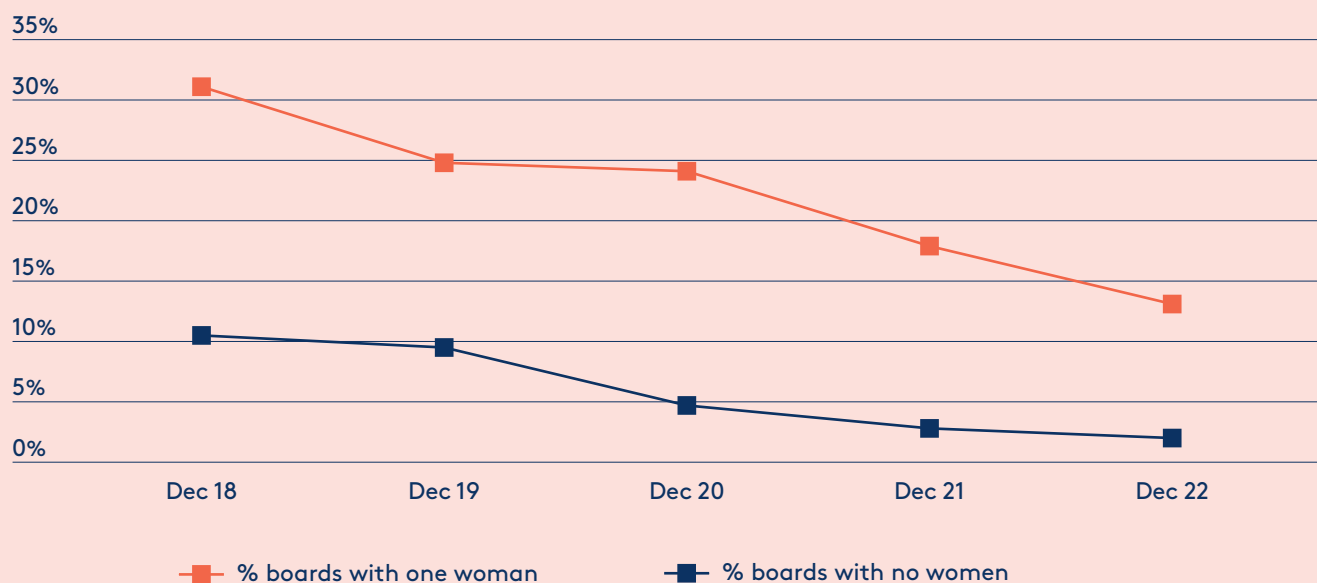
19

Female  
chairs

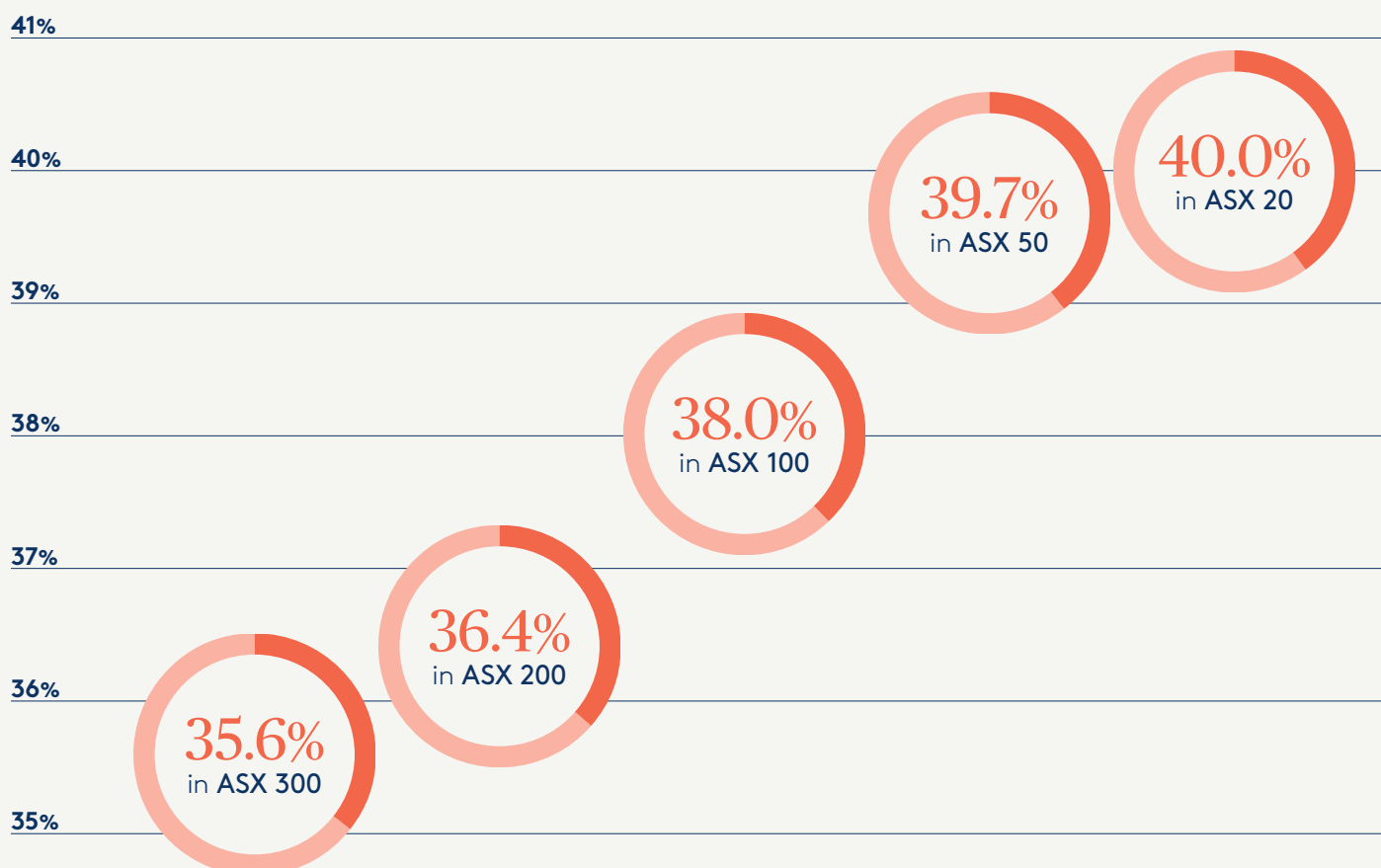
37



### SPOTLIGHT DATA: PERCENTAGE OF ASX 300 BOARDS WITH ONE OR NO WOMEN 2018-2022



### PROPORTION OF WOMEN ON ASX BOARDS





# 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 Australia. 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
Macquarie Group Ltd	Glenn Stevens	6	67%
Dexus	Warwick Negus	5	63%
Blackmores Ltd	Wendy Stops	3	60%
Elders Ltd	Ian Wilton	3	60%
Bank of Queensland Ltd	Warwick Negus	4	57%
Fortescue Metals Group	John Forrest	4	57%
Healius Ltd	Jennifer Macdonald	4	57%
IGO Limited	Michael Nossal	4	57%
Whitehaven Coal	Mark Vaile	4	57%
Woolworths Group Ltd	Scott Perkins	5	56%
ASX Ltd	Thomas Roche	5	50%
Bluescope Steel Ltd	John Bevan	5	50%
Commonwealth Bank of Australia CBA	Paul O'Malley	5	50%
Telstra Corporation Ltd	John Mullen*	5	50%
AMP Ltd	Debra Hazelton	4	50%
Auckland International Airport	Patrick Strange	4	50%
IDP Education Ltd	Peter Polson	4	50%



ASX 200 company	Chair	No. of Female Directors	% of Female Directors
James Hardie Industries PLC	Anne Lloyd	4	50%
QBE Insurance Group Ltd	Michael Wilkins	4	50%
Spark New Zealand Ltd	Justine Smyth	4	50%
BWP Trust	Anthony Howarth	3	50%
Corporate Travel Management Ltd	Ewen Crouch	3	50%
CSR Ltd	John Gillam	3	50%
Deterra Royalties	Jennifer Seabrook	3	50%
Downer EDI Ltd	Mark Menhinnitt	3	50%
Iluka Resources Ltd	Robert Cole	3	50%
Imugene Limited	Paul Hopper	3	50%
IPH Ltd	Peter Warne*	3	50%
Lifestyle Communities	Philippa Kelly	3	50%
Nine Entertainment Co. Holdings Ltd	Peter Costello	3	50%
Sandfire Resources NL	John Richards	3	50%
Centuria Industrial REIT	Roger Dobson	2	50%
The Lottery Corporation Ltd	Steven Gregg*	2	50%
Brambles Ltd	John Mullen*	5	45%
Ansell Ltd	John Bevan	4	44%
Bendigo and Adelaide Bank Ltd	Jacqueline Hey	4	44%
Coles Group	James Graham	4	44%
CSL Ltd	Brian Mcnamee	4	44%
Medibank Private Ltd	Michael Wilkins	4	44%
Origin Energy Ltd	Scott Perkins	4	44%
Perpetual Ltd	Anthony D'Aloisio	4	44%
Sonic Healthcare Ltd	Mark Compton	4	44%
South32 Ltd	Karen Wood*	4	44%
a2 Milk Company Ltd	David Hearn	3	43%
Abacus Property Group	Myra Salkinder	3	43%
APA Group	Michael Fraser*	3	43%
Chorus Ltd	Andrew Cross	3	43%
Computershare Ltd	Paul Reynolds	3	43%
Domino's Pizza Enterprises Ltd	John Cowin*	3	43%
EVT Limited	Alan Rydge	3	43%
GPT Group	Vickki Mcfadden*	3	43%
Inghams Group Ltd	Helen Nash	3	43%
Iress Ltd	Roger Sharp*	3	43%
Lynas Corporation Ltd	Kathleen Conlon	3	43%
Megaport Limited	Bevan Slattery	3	43%
Metcash Ltd	Peter Birtles	3	43%
Newcrest Mining	Peter Tomsett	3	43%
Paladin Energy Limited	Cliff Lawrenson	3	43%

## GENDER DIVERSITY PROGRESS REPORT

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Pexa Group Limited	Mark Joiner	3	43%
Steadfast Group Ltd	Francis O'Halloran	3	43%
Super Retail Group Ltd	Sally Pitkin	3	43%
Virgin Money UK PLC	David Bennett	3	43%
Webjet Ltd	Roger Sharp*	3	43%
AGL Energy Ltd	Patricia Mckenzie	4	40%
BHP Group Ltd	Kenneth Mackenzie*	4	40%
Cochlear Ltd	Catriona Deans	4	40%
National Australia Bank Ltd NAB	Philip Chronican	4	40%
Qantas Airways Ltd	Richard Goyder	4	40%
Santos Ltd	Keith Spence	4	40%
Scentre Group	Brian Schwartz*	4	40%
Wesfarmers Ltd	Michael Chaney*	4	40%
Charter Hall Long Wale REIT	Peeyush Gupta	2	40%
Charter Hall Social Infrastructure Trust	Gregory Paramor	2	40%
Gold Road Resources Ltd	Timothy Netscher	2	40%
Pinnacle Investment Management Group Ltd	Alan Watson	2	40%
The Star Entertainment Group Ltd	David Foster	2	40%
Waypoint REIT	Laurence Brindle	2	40%
Rio Tinto Ltd	Dominic Barton	5	38%
ANZ Banking Group Ltd	Paul O'Sullivan	3	38%
Aristocrat Leisure Ltd	Neil Chatfield*	3	38%
Carsales .com Ltd	Patrick O'Sullivan	3	38%
Challenger Ltd	Duncan West	3	38%
Credit Corp Group	Eric Dodd	3	38%
Cromwell Property Group	Gary Weiss	3	38%
Fisher & Paykel Healthcare Corporation Ltd	Scott John	3	38%
Ingenia Communities Group	James Hazel*	3	38%
Link Administration Holdings Ltd	Michael Carapiet	3	38%
Mineral Resources Ltd	James McClements	3	38%
Mirvac Group	Alan Sindel	3	38%
News Corporation	Keith Murdoch	3	38%
Northern Star Resources Ltd	Michael Chaney*	3	38%
Ramsay Health Care Ltd	Michael Siddle	3	38%
REA Group	Hamish McLennan	3	38%
Region Group	Steven Crane	3	38%
Reliance Worldwide Corporation Ltd	William Crosby	3	38%
Seek Ltd	Graham Goldsmith*	3	38%
Sims Metal Management Ltd	Geoffrey Brunsdon*	3	38%
Soul Pattinson (W.H) Company Ltd	Robert Millner	3	38%
Tabcorp Holdings Ltd	Bruce Akhurst	3	38%



ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Treasury Wine Estates Ltd	Paul Rayner	3	38%
Xero Ltd	David Thodey	3	38%
Westpac Banking Corp	John Mcfarlane	4	36%
Woodside Energy Group Ltd	Richard Goyder	4	36%
Worley Limited	John Grill	4	36%
Ampol Ltd	Steven Gregg*	3	33%
Breville Group Ltd	Timothy Antonie	3	33%
Endeavour Group Limited	Peter Hearl	3	33%
Growthpoint Property Ltd	Andrew Fay	3	33%
Lendlease Group	Michael Ullmer*	3	33%
Nufarm Ltd	John Gillam	3	33%
Orica Ltd	Malcolm Broomhead	3	33%
Seven Group Holdings Ltd	Terry Davis	3	33%
Stockland	Thomas Pockett*	3	33%
Alumina Ltd	William Day	2	33%
Arena REIT	David Ross	2	33%
Beach Energy Ltd	Glenn Davis*	2	33%
Bellevue Gold Limited	Kevin Tomlinson	2	33%
BrainChip Holdings Ltd	Antonio Viana	2	33%
Costa Group Holdings	Neil Chatfield*	2	33%
Flight Centre Travel Group Ltd	Gary Smith	2	33%
G.U.D. Holdings Ltd	Graeme Billings	2	33%
Graincorp Ltd	Peter Richards	2	33%
Homeco Daily Needs REIT	Simon Shakesheff	2	33%
Hub24 Ltd	Bruce Higgins	2	33%
Insignia Financial Ltd	Allan Griffiths*	2	33%
Lake Resources NL	Geoffrey Crow	2	33%
Lovisa Holdings Limited	Brett Blundy	2	33%
Monadelphous Group Ltd	Robert Velletri	2	33%
Nanosonics Ltd	Steven Sargent	2	33%
National Storage REIT	Anthony Keane	2	33%
Netwealth Group	Timothy Antonie	2	33%
Nib Holdings Ltd	David Gordon*	2	33%
Orora Ltd	Alan Sindel	2	33%
Pilbara Minerals Ltd	Anthony Kiernan	2	33%
Regis Resources Ltd	James Mactier	2	33%
Syrah Resources Ltd	James Askew	2	33%
Telix Pharmaceuticals Ltd	Harry Mccann	2	33%
Amcor Ltd	Graeme Liebelt*	3	30%
Cleanaway Waste Ltd	Mark Chellew	3	30%
Resmed Inc	Michael Farrell	3	30%

## GENDER DIVERSITY PROGRESS REPORT

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Suncorp Group Ltd	Christine McLoughlin*	3	30%
TPG Telecom Ltd	Canning Fok	3	30%
Transurban Group	Craig Drummond	3	30%
Vicinity Centres	Trevor Gerber	3	30%
ARB Corporation Ltd	Robert Fraser	2	29%
Bapcor Ltd	Margaret Haseltine	2	29%
Bega Cheese Ltd	Barry Irvin	2	29%
Boral Ltd	Ryan Stokes	2	29%
Brickworks Ltd	Robert Millner	2	29%
Centuria Capital	Garry Charny	2	29%
Chalice Gold Mines Ltd	Derek Ferla*	2	29%
Charter Hall Group	David Clarke*	2	29%
Collins Food Limited	Robert Kaye	2	29%
Domain Holdings Australia Ltd	Nicholas Falloon	2	29%
Fletcher Building Ltd	Bruce Hassall	2	29%
HMC Capital	Christopher Saxon	2	29%
InvoCare Ltd	Bart Vogel*	2	29%
Kelsian Group Ltd	Jeffrey Ellison	2	29%
Liontown Resources Ltd	Timothy Goyder	2	29%
New Hope Corporation	Robert Millner	2	29%
Nextdc Ltd	Douglas Flynn	2	29%
Perseus Mining Limited	Terence Harvey	2	29%
Polynovo Ltd	David Williams	2	29%
Pro Medicus Limited	Peter Kempen	2	29%
Technology One Ltd	Patrick O'Sullivan	2	29%
United Malt Group Limited	Graham Bradley*	2	29%
Viva Energy Group Ltd	Robert Hill	2	29%
West African Resources Limited	Richard Hyde	2	29%
Wisetech Global Ltd	Andrew Harrison	2	29%
Block Inc.	Jack Dorsey	3	27%
Goodman Group	Stephen Johns*	3	25%
A P Eagers limited	Timothy Crommelin	2	25%
Allkem Limited	Peter Coleman	2	25%
AUB Group Limited	David Clarke*	2	25%
Aurizon Holdings Ltd	Timothy Poole	2	25%
Champion Iron Limited	William O'Keeffe	2	25%
Evolution Mining Ltd	Jacob Klein	2	25%
Incitec Pivot Ltd	Brian Kruger	2	25%
JB Hi-Fi Ltd	Stephen Goddard	2	25%
Silver Lake Resources	David Quinlivan	1	25%
ALS Ltd	Bruce Phillips	2	22%



ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Life360 Inc	John Coghlan	2	22%
Premier Investments Ltd	Solomon Lew	2	22%
Qube Holdings Ltd	Allan Davies	2	22%
Harvey Norman Holdings Ltd	Gerald Harvey	2	20%
Insurance Australia Group IAG	Thomas Pockett*	2	20%
Altium Ltd	Samuel Weiss*	1	20%
Charter Hall Retail REIT	Roger Davis	1	20%
Core Lithium Ltd	Gregory English	1	20%
Coronado Global Resources Inc.	Garold Spindler	1	20%
NRW Holdings Limited	Michael Arnett	1	20%
Atlas Arteria	Debra Goodin	1	17%
De Grey Mining Limited	Simon Lill	1	17%
Magellan Financial Group Ltd	Hamish McLennan	1	17%
Reece Limited	Timothy Poole	1	17%
Karoo Energy Limited	Bruce Phillips	1	14%
Johns Lyng Group Limited	Peter Nash	1	13%
Nickel Industries Ltd	Robert Neale	1	11%
Capricorn Metals Ltd	Mark Clark	0	0%
Sayona Mining Limited	No Chair	0	0%

These figures correct as at 30 June 2023.

\*Members of the 30% Club Australia.

# Progress Report (ASX 300)



The AICD and 30% Club Australia 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, this report looks 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/ASX200

## **Methodology**

The constituents of the S&P/ASX 200 and S&P/ASX 300 are as of 30 June 2023.

## **Statistics**

The companies in the table below are those in the S&P/ASX 300 but not in the S&P/ASX 200. These companies can have a larger market capitalisation than companies in the S&P/ASX 200. When creating indices, S&P considers a company's liquidity and includes a reasonable number of companies in each sector.

The overall percentage of female directors on the boards of the companies currently in the ASX 300 index is 35.6 per cent. The percentage of female directors on the boards of the companies that feature only in the ASX 300 but not the ASX 200 is 33.7 per cent. This equates to 210 female directors out of a total of 623 directors.



ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
Dexus Industria REIT	Jennifer Horrigan	4	80%
Australian Ethical Investment Ltd	Stephen Gibbs	4	67%
Tyro Payments Limited	Fiona Pak-Poy	4	67%
St Barbara Ltd	Kerry Gleeson	2	67%
Unibail-Rodamco-Westfield se	Jacques Richier	6	60%
Cooper Energy Limited	John Conde	4	57%
Dicker Data Limited	David Dicker	4	57%
FleetPartners Group	Gail Pemberton	4	57%
G8 Education Ltd	David Foster	4	57%
Appen Ltd	Richard Freudenstein	4	50%
EBOS Group Limited	Elizabeth Coutts	4	50%
Helia Group	Ian Macdonald	4	50%
Vulcan Energy Resources Limited	Francis Wedin	4	50%
Baby Bunting Group Limited	Melanie Wilson	3	50%
Infomedia Limited	Bart Vogel*	3	50%
OFX Group Limited	Patricia Cross	3	50%
Hotel Property Investments	Giselle Collins	2	50%
Jumbo Interactive	Susan Forrester*	2	50%
Janus Henderson Group PLC	John Cassaday	5	45%
29Metals Limited	Owen Hegarty	3	43%
Adbri	Raymond Barro	3	43%
Clinuvel Pharmaceuticals	Willem Blijdorp	3	43%
Estia Health Ltd	Gary Weiss	3	43%
Integral Diagnostics	Helen Kurincic	3	43%
Judo Bank	Peter Hodgson	3	43%
McMillan Shakespeare Ltd	Helen Kurincic	3	43%
Ooh!media Ltd	Tony Faure	3	43%
Sigma Health Ltd	Michael Sammells	3	43%
Ventia Services Group Limited	David Moffatt	3	43%
Calix Ltd	Peter Turnbull	2	40%
Codan Limited	Graeme Barclay	2	40%
Dalrymple Bay Infrastructure Limited	David Hamill	2	40%
Index Limited	Anthony Wooles	2	40%
Mincor Resources NL	Brett Lambert	2	40%
Select Harvests	Travis Dillon	2	40%
Temple & Webster Group Ltd	Stephen Heath	2	40%
Zip Co Limited	Diane Smith-Gander	2	40%
GWA Group Ltd	Darryl McDonough	3	38%
Mayne Pharma Group Ltd	Frank Jr	3	38%
Platinum Asset Management Ltd	Guy Strapp	3	38%

ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
SmartGroup Corporation Ltd	Michael Carapiet	3	38%
APM Human Services International Limited	Megan Wynne	3	33%
Australian Agriculture	Donald Mcgauchie	3	33%
MA Financial Group Limited	Jeffrey Browne	3	33%
SSR Mining	Arthur Anglin	3	33%
Adriatic Metals Plc	Michael Rawlinson	2	33%
Australian Clinical Labs Limited	Michael Alscher	2	33%
Australian Finance Group Limited AFG	Greg Medcraft	2	33%
Data#3 Limited	Richard Anderson	2	33%
Grange Resources Limited	Michelle Li	2	33%
Ioneer Limited	James Calaway	2	33%
NeoMetals Ltd	Steven Cole	2	33%
Neuren Pharmaceuticals Limited	Patrick Davies	2	33%
Nick Scali Limited	John Ingram	2	33%
Omni Bridgeway Ltd	Michael Kay	2	33%
Ramelius Resources	Robert Vassie	2	33%
Service Stream Limited	Brett Gallagher	2	33%
Skycity Entertainment Group Ltd	Julian Cook	2	33%
Westgold Resources	Cheryl Edwardes	2	33%
Strike Energy Limited	John Poynton	2	29%
Adairs Limited	Brett Chenoweth	2	29%
Audinate Group Ltd	David Krall	2	29%
Deep Yellow Limited	Christopher Salisbury	2	29%
Mystate Limited	Vaughn Richtor	2	29%
Novonix Limited	Robert Natter	2	29%
Perenti Global Ltd.	Robert Cole	2	29%
PointsBet Holdings Limited	Brett Paton	2	29%
Ridley Corporation Limited	Michael McMahon	2	29%
SiteMinder Limited	Patrick O'Sullivan	2	29%
Seven West Media Ltd	Kerry Stokes	2	25%
Boss Energy Ltd	Wyatt Buck	1	25%
Centuria Office REIT	Matthew Hardy	1	25%
GDI Property Group	Gina Anderson	1	25%
Silex Systems Limited	Craig Roy	1	25%
Solvar Limited	Stuart Robertson	1	25%
Arafura Rare Earths Ltd	Mark Southey	1	20%
PWR Holdings Limited	Teresa Handicott	1	20%
Red 5 Limited	Andrea Sutton	1	20%
Rural Funds Group	Leslie Paynter	1	20%
5E Advanced Materials	David Salisbury	1	17%

ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
Aussie Broadband Limited	Adrian Fitzpatrick	1	17%
Austal Limited	John Rothwell	1	17%
Jervois Mining Limited	Peter Johnston	1	17%
Kogan.com Limited	Gregory Ridder	1	17%
Leo Lithium	Rick Crabb	1	17%
Maas Group Holdings Limited	Stephen Bizzell	1	17%
Accent Group Limited	David Gordon*	1	14%
Hansen Technologies	David Trude	1	14%
Resolute Mining Ltd	Marthinus Botha	1	14%
Mesoblast Limited	Joseph Swedish	1	13%
Argosy Minerals Ltd	Malcolm Randall	0	0%
Bowen Coking Coal	Nicholas Jorss	0	0%
Hastings Technology Metals Ltd	Foon Lew	0	0%
Incannex Healthcare Limited	Troy Valentine	0	0%
Renascor Resources Limited	Richard Keevers	0	0%
Talga Group Ltd	Terry Stinson	0	0%
TerraCom Limited	Mark Lochtenberg	0	0%
Tietto Minerals Limited	Francis Harper	0	0%
Weebit Nano Ltd	David Perlmutter	0	0%

These figures correct as at 30 June 2023.

\* Members of the 30% Club Australia.



For more information:

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