

Our commitment to diversity, equity and inclusion.

At TAL, we are committed to fostering an equitable and inclusive culture. We know that this is good for our customers, partners, people and business.

Our aim is that, regardless of gender, all our people enjoy the same access and outcomes when it comes to opportunities for personal growth, career advancement and contributing to the success of our business.

An important part of TAL's broader diversity, equity and inclusion strategy is our focus on gender pay equity and reducing the gender pay gap. TAL fully supports the Workplace Gender Equality Agency's (WGEA) initiatives to provide greater transparency by publishing organisational gender pay gaps.

As a large employer, we know TAL has an important role to play for our own people and more broadly in the community. We acknowledge that while we have continued to make progress, that the job is not done and there is more work for us to do.

We recognise that collective action at the industry and national level is critical to making meaningful and sustained improvements, and we are determined to be a positive contributor within our business and as part of the broader business community.

For further information on the commitments that TAL has made and the actions we are taking as part of the Champions of Change Coalition, refer to the [2024 Annual Impact Report](#).

"Creating a workplace that supports all of our people to succeed and have rewarding careers is an important and enduring priority at TAL.

We have made good progress in the representation of women in leadership roles (currently 43%) and in reducing the gender pay gap. At the same time, we recognise that there is more to do, in particular to improve representation in all types of roles and remaining focused on the overall gender pay gap.

At TAL we have an important responsibility, protecting 5 million Australians. We want all of our people to be able to thrive at work every day."

**– Fiona Macgregor, Group CEO
& Managing Director**