



MEDIA RELEASE  
16 March 2015

## **All except Government trending to greater gender balance on boards**

Superannuation, Sport, the ASX100 and Cooperative Research Centres are the only areas where gains of more than five per cent in the number of women on boards have been made since 2013, in new research released today.

Releasing the **2015 Boardroom Diversity Index (BDI)** in Sydney, Women on Boards Directors, Ruth Medd and Claire Braund, said these sectors stood out for the greatest gains, but there were encouraging trends in all areas – except the Federal, Queensland and Western Australian Governments.

“It is clear to us that the message is starting to hit home in a number of important areas in the economy – in particular superannuation and ASX companies – but unfortunately not with some Governments,” Ms Braund said.

“It’s hard not to conclude that conservative leaning governments are bad for women.”

Queensland posted the biggest loss of -13.6% in the number of women serving on the boards of state owned corporations, followed by Western Australia with -3.2% and Rural Research and Development Corporations at -2.0%.

While the 91 significant Federal Government boards included in the research only posted a loss of -0.6%, the 2014 Australian Government Gender Balance on Boards Report (not compiled by WoB) showed the number of female board members down by two per cent on the previous year across 387 government boards.

“This is a worrying trend that, if it continues, could easily move to five or 10 per cent and erode the excellent work done by the previous Federal Government to move women into board roles via its Boardlinks program.”

The research reveals gender balance on governing bodies of universities, National Sporting Organisations, affordable housing companies, Medicare Locals, State Health Services (NSW, Vic and Qld) and State Owned Corporations in NSW, Victoria and South Australia is above 30 per cent.



Boardroom Diversity Index compiled by Women on Boards from best available information in the public domain as at 31 January 2015.  
Some lists have been updated in March 2015  
<http://www.womenonboards.org.au/pubs/bdi/>

## **MEDIA RELEASE: 2015 Boardroom Diversity Index**

Ms Braund said listed companies beyond the ASX100 still had some way to go, noting there were **81 companies in the ASX300 without a woman on their board**.

She drew particular attention to five companies in the ASX100 - **TPG Telecom, Ramsay Healthcare, Qube Holdings, Sirtex Medical and Domino's Pizza Enterprises** – who do not have a woman on their board.

“These companies are bucking the trend when it comes to other ASX100 companies who have steadily increased the number of women on boards to be in reach of a 25% target by 2016.”

“While this is clearly a long way short of the desired 40 per cent, it is moderate progress that we trust will continue.”

Ms Braund said Women on Boards has been focussed on the superannuation sector over the past year in terms of moving women onto boards and was pleased to see gains being made following stagnation in the 2013 index.

Of the 135 Superannuation Trusts measured for this year's index, 254 of the 955 trustees were female (26.6%) – a rise of 5.7% on the 2013 index.

Speaking at the launch of the BDI, Anne Richards CVO CBE, Global Chief Investment Officer at Aberdeen Asset Management, congratulated the Australian Superannuation industry on the result.

Ms Richards, rated one of the most influential female executives working in financial services across Europe, the Middle East and Africa by the Financial News in 2014, said the global influence exerted by superannuation trusts meant it was critically important to get the right gender balance of trustees.

### **For Interviews contact:**

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*Women on Boards offers a database of high quality, professional female candidates for board roles in all sectors. Posting a vacancy on the Women on Boards website is free.*



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## MEDIA RELEASE: 2015 Boardroom Diversity Index

### Summary of the WoB Boardroom Diversity Index

Women on Boards evaluated 1422 organisations from more than 10 sectors in its 2015 edition of the Boardroom Diversity Index.

Type	No. entities in sample	% female directors	2013 BDI	% change from 2013	No. of entities with zero female directors 2015
ASX50	50	24.1%	NA	NA	2
ASX100	100	23.5%	18.5%	5.0%	4
ASX200	200	19.9%	15.8%	4.1%	38
ASX300	296	18.1%	NA	NA	81
Affordable Housing	77	39.6%	NA	NA	0
Credit Unions / Building Societies / Mutual Banks	98	23.4%	20.9%	2.5%	15
Cooperative Research Centres	36	24.2%	17.1%	7.1%	5
Government Federal *	91	38.5%	39.3%	-0.8%	0
State Owned Corporations NSW	15	31.4%	24.2%	7.2%	0
State Owned Corporations Vic (A1, A2 & A3)	38	35.6%	32.8%	2.8%	0
State Owned Corporations Tas	14	28.6%	25.6%	3.0%	1
State Owned Corporations SA	7	48.8%	48.9%	-0.1%	0
State Owned Corporations WA	14	25.9%	29.1%	-3.2%	2
State Owned Corporations Qld	13	21.8%	35.4%	-13.6%	3
Health funds	34	24.7%	24.2%	0.5%	8
Health Services (NSW, Qld, Vic)	53	41.0%	NA	NA	0
Health Boards regulated by AHPRA	14	53.1%	NA	NA	0
Medicare Locals	61	41.7%	NA	NA	0
Medical Colleges	15	27.8%	NA	NA	0
Research and Development Corporations	15	21.7%	23.7%	-2.0%	2
Sport (National Sporting Organisations)	56	30.8%	24.4%	6.4%	4
Superannuation Trustees	135	26.6%	20.9%	5.7%	21
University Governing Bodies	40	34.7%	NA	NA	0

\* This includes all boards and committees remunerated by annual fee as per the 2014/08 'Remuneration and Allowances for Holders of Part-Time Public Office'. The Australian Government Gender Balance on Boards Report (not compiled by WoB) was released in mid-December 2014 and covered 387 Government Boards. This report figure of 39.7% female board members is down by two per cent on the previous year (41.7%).



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## **MEDIA RELEASE: 2015 Boardroom Diversity Index**

### **ASX300 listed companies with 60-70 per cent of directorships held by women**

Medibank Private Limited

(Anna Bligh, Cherrell Hirst, Christine O'Reilly, Elizabeth Alexander and Linda Nicholls)

### **ASX300 listed companies with 40–50 per cent of directorships held by women**

Mirvac Group Stapled

SMS Management & Technology Limited

Spark Infrastructure Group Forus

Duet Group Forus

Chorus Limited NZ

Energy Resources of Australia Limited 'a'

Pacific Brands Limited

Veda Group Limited

Fonterra Shareholders' Fund Ord Unit

G8 Education Limited

Infomedia LTD

Liquefied Natural Gas Limited

Recall Holdings Limited

Trade Me Group Limited NZ

*Ranked from highest (50%) to lowest (40%)*

### **ASX300 listed companies with 30-40 per cent of directorships held by women**

Auckland International Airport Limited NZ

Boral Limited

Origin Energy Limited

Asaleo Care Limited

Brambles Limited

Coca-cola Amatil Limited

Computershare Limited

CSG Limited

CSR Limited

Dexus Property Group Stapled

Hills Limited

Ingenia Communities Group

Insurance Australia Group Limited

Invocare Limited

Kathmandu Holdings Limited

Lynas Corporation Limited

Navitas Limited

Orora Limited

Programmed Maintenance Services Limited

Seek Limited

Slater & Gordon Limited

Starpharma Holdings Limited

Virtus Health Limited

Woolworths Limited

Bank of Queensland Limited

Macquarie Group Limited

Qantas Airways Limited

Sims Metal Management Limited

Singapore Telecommunications Limited

Wesfarmers Limited

*Ranked from highest (37.5%) to lowest (30%)*



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## **MEDIA RELEASE: 2015 Boardroom Diversity Index**

### **ASX300 companies without a female director**

Five companies in the ASX100 do not have a female director  
TPG Telecom, Ramsay Healthcare, Qube Holdings, Sirtex Medical and Domino's Pizza Enterprises.

360 Capital Industrial Fund, 240  
Acrux Limited, 277  
Ainsworth Game Technology Limited, 165  
Altium Limited, 200  
Amcom Telecommunications Limited, 169  
Arb Corporation Limited, 157  
Arena Reit Stapled, 229  
Ausdrill Limited, 280  
Austal Limited, 195  
Australian Agricultural Company Ltd, 166  
Australian Industrial Reit, 260  
Aveo Group Stapled, 136  
BC Iron Limited, 286  
Beadell Resources Limited, 268  
Cabcharge Australia Limited, 188  
Capitol Health Limited, 203  
Cash Converters International, 220  
Cedar Woods Properties Limited, 219  
Charter Hall Retail Reit Unit, 121  
Cudoco Limited, 235  
Decmil Group Limited, 263  
Domino's Pizza Enterprises Limited, 83  
Donaco International Limited, 205  
Energy World Corporation LTD, 189  
Erm Power Limited, 207  
Evolution Mining Limited, 197  
Folkestone Education Trust Unit, 202  
GUD Holdings Ltd, 198  
GWA Group Limited, 168  
Horizon Oil Limited, 270  
Hotel Property Investments, 222  
Independence Group NL, 140  
IPROPERTY Group Ltd, 210  
Karoon Gas Australia Limited, 191  
M2 Group LTD, 113  
Maca Limited, 259  
Maxitans Industries Limited, 281  
Mayne Pharma Group Limited, 172  
Mcmillan Shakespeare Limited, 153  
Medusa Mining Limited, 271  
Mesoblast Limited, 141  
Metals X Limited, 213  
Mineral Deposits Limited, 289  
Mineral Resources Limited, 137  
Monadelphous Group Limited, 167  
Mount Gibson Iron Limited, 258  
Newsat Limited, 288  
Nextdc Limited, 216  
Nine Entertainment Co. Holdings Ltd, 111  
Northern Star Resources LTD, 135  
NRW Holdings Limited, 294  
Oceanagold Corporation, 183  
Orocobre Limited, 231  
Paladin Energy LTD, 186  
Perseus Mining Limited, 278  
Prana Biotechnology Limited, 287  
Prime Media Group Limited, 243  
Qube Holdings Limited, 84  
Ramsay Health Care Limited, 22  
RCG Corporation Limited, 267  
Reckon Limited, 266  
Regis Resources Limited, 185  
Resolute Mining Limited, 273  
Sandfire Resources NL, 182  
Select Harvests Limited, 199  
Seven Group Holdings Limited, 102  
Silex Systems Limited, 282  
Silver Lake Resources Limited, 285  
Sino Gas & Energy Holdings Limited, 248  
Sirtex Medical Limited, 99  
Sundance Energy Australia Limited, 250  
Sundance Resources Limited, 292  
Syrah Resources Limited, 175  
Tassal Group Limited, 208  
Technology One Limited, 145  
Tiger Resources Limited, 290  
TPG Telecom Limited, 45  
Troy Resources Limited, 283  
Vocus Communications Limited, 184  
Webjet Limited, 247  
Western Areas Limited, 162

*Number indicates ASX ranking by market capitalisation as of 15 March 2015*



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