



## Press Release – Webjet Limited

# Webjet pledges to achieve gender balance in senior leadership by 2030

Webjet Limited has today joined forces with other ASX200 companies and investors in pledging its support for industry super fund HESTA's 40:40 Vision, an initiative to increase the proportion of women in senior leadership across Australia's largest listed companies to at least 40% by 2030.

According to Chief Executive Women's latest census on ASX200 senior executives, the number of women in leadership has flatlined, and only 30 ASX200 companies have at least 40% women in executive leadership in 2020.<sup>1</sup> The HESTA 40:40 Vision looks to change that, and Webjet Limited has taken the step as one of the first listed companies to lend their support to this initiative.

Shelley Beasley, Webjet Limited Global COO and CEO – B2C Division, says, "Webjet Limited is incredibly proud to be among the first 10 signatories for HESTA's 40:40 Vision. The work of this forward-thinking group has the full support of the Webjet Limited board and company leadership, and we are delighted to make the public pledge to achieving gender balance and diversity in our executive leadership by 2030."

Beasley continues, "The value that gender diversity – and diversity in all aspects – brings to a company, its shareholders, its culture and its employees has long been recognised by Webjet, and the representation of women within Webjet Limited continues to grow across all aspects of the business, especially in executive and senior management – up 9% and 7% respectively between FY19 and FY21."

Research<sup>2</sup> clearly demonstrates organisations that set quantitative composition targets for executive leadership are more likely to achieve balanced representation of men and women at this level.

Workplace Gender Equality Agency and the Bankwest Curtin Economics Centre research<sup>3</sup> shows an increase in the share of female 'top-tier' managers by 10 percentage points or more led to a 6.6 per cent increase in the market value of Australian ASX-listed companies, worth the equivalent of A\$104.7 million.

The commitments scoped in 40:40 Vision include:

- Pledging to achieve gender balance (40:40:20) in executive leadership by 2030
- Declaring public gender composition targets for 2023 and 2027
- Making plans public to employees, shareholders, investors, and the wider business community
- Reporting annually on how the company is tracking against targets

<sup>1</sup> Chief Executive Women ASX200 Senior Executive Census 2020 Report

<sup>2</sup> <https://www.asx.com.au/documents/asx-compliance/asx-corp-governance-kpmg-diversity-report.pdf>

<sup>3</sup> <https://www.wgea.gov.au/newsroom/media-releases/more-women-at-the-top-proves-better-for-business>

“Our signing of the 40:40 Vision Initiative is testament of our dedication to continuing the progression of gender diversity in the workplace. We look forward to helping drive this change within the broader corporate landscape,” says Beasley.

For more information or to request an interview with Shelley Beasley, please contact the team at [webjet@historywillbekind.com.au](mailto:webjet@historywillbekind.com.au) or call on (+61) 02 8046 4848.

## About Webjet Limited

Webjet Limited (ASX: WEB) is an ASX 200 listed company operating a digital travel business spanning both wholesale markets (through B2B) and consumer (through B2C).

The B2B travel business, WebBeds, is the world’s second largest and fastest growing accommodation supplier in the wholesale travel market. It operates global coverage through four regional divisions - Europe, Asia Pacific, MEA (Middle East and Africa) and Americas. The B2C travel business operates Webjet, the market leading OTA brand in Australia and New Zealand, and Online Republic, which specialises in the provision of online car and motorhome bookings.

Find out more about Webjet Limited at: [www.webjetlimited.com](http://www.webjetlimited.com)