

## **Male Champions of Change Charter (2011)<sup>1</sup>**

As Male Champions of Change, we commit to actively advancing gender equality across our business and to acting as public advocates. This includes:

### *Business Leadership*

- Building gender equality into the strategy of the company operations, driven by the CEO and leadership team.
- Changing workplace culture and mindset and empowering both women and men to advance gender equality in the company.
- Adopting and implementing employment policies and practices that eliminate gender discrimination in areas such as recruitment, hiring, pay, and promotion.
- Committing to increasing women on our boards, executive committee and line management.

### *Recruitment of Talent*

- Recruiting, developing and retaining diverse candidates as a priority.

### *Health, Safety and Freedom from Violence*

- Prohibiting all forms of violence in the workplace, including verbal, physical, or sexual harassment.

### *Work and Family*

- Developing mechanisms to foster balance between work and family life for women and men

### *Public Advocacy*

- Through the Male Champions of Change network, sharing experiences and strategies for advancing gender equality within Australia's corporate sector
- Creating a catalogue of best practices for achieving gender equality
- Being spokespersons for the promotion of gender equality, both individually and collectively.

### *Build the CEO Champion network*

- Work together to increase the dialogue among our peers - and create peer pressure - to build our network of CEO Champions, including a "plus one" strategy for next year's Women's Forum (each CEO to bring one or more of their peers).

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<sup>1</sup> Based on the six commitments made by the CEO Champions at the Women's Forum for the Economy and Society, Deauville, 2010 (<http://www.womens-forum.com/index.php/main/meetings/other/14/394>); the UN Global compact Women Empowerment Principles ([http://www.unglobalcompact.org/Issues/human\\_rights/equality\\_means\\_business.html](http://www.unglobalcompact.org/Issues/human_rights/equality_means_business.html)).