



WWF-AUSTRALIA BOARD DIVERSITY POLICY

PURPOSE

The Board Diversity Policy (“The Policy”) sets out the approach to diversity of the Board of Directors (“the Board”) of WWF-Australia (“the Organisation”)

The Policy has been established in recognition of the importance of board diversity and to ensure a culture that respects differences and is intolerant of behaviours that are non-inclusive. The Policy has been established to maximise the Board’s ability to navigate the range of opportunities and challenges it may face, with a broad mix of skills, experience, knowledge and perspectives.

DIVERSITY DEFINITION

Diversity is the mix of backgrounds, attributes, beliefs, skills, knowledge and experience and the difference of perspective this brings. It refers to the visible and invisible differences that exist between people including, but not limited to: gender, age, ethnic origin, cultural background, socio-economic position, geography, religion, skills, experience, physical ability, sexual orientation and family/marital status.

POLICY STATEMENT

The Board is committed to an inclusive and welcoming Board and workplace with an environment where people are treated with respect, feel valued and can achieve success, both for the individual and the organisation.

The Board recognises and embraces the benefits of having a diverse board and is committed to developing policies, practices and ways of working that support diversity.

The Board recognises that the benefits of a diverse board include:

- making the Board and Organisation more knowledgeable and sensitive to a wider variety of groups and issues
- more effective governance due to a wider range of perspectives, which brings new thinking and approaches
- more effective problem solving and decision making, to better respond to complex issues and new challenges



- setting an example for diversity and inclusion at the top of the Organisation

The Board commits to an approach to recruitment for the Board that includes the consideration and understanding of diversity.

The consideration of diversity will be in conjunction with merit in relation to the Organisations work and mission.

More specifically, the Board also recognises the following principles:

- The importance of balanced representation of gender on the Board and at all levels in the organisation
- The disadvantage faced by Aboriginal and Torres Strait Islander Peoples within Australia and affirms their significant place and identity as the first Australians and their special connection to the Australian environment

OBJECTIVES

The Board seeks to create and retain a Board of Directors whose composition is diverse. In doing so, the Board seeks to:

- Improve long-term performance of the Board and the Organisation
- Optimise the human capital available to it
- Ensure the composition of the Board, the membership, committees and management appointed or approved by the Board is diverse
- Best represent the people and differences that make up our membership and the community we serve
- Ensure that the practices, systems and processes of the Board do not prevent people enjoying the same access and rewards, resources and opportunities
- Provide for broad perspectives in relation to decision making

With these principles and objectives in mind, the Board seeks to prioritise the following groups when considering its composition:

- People of different genders
- Aboriginal & Torres Strait Islander peoples



- People from culturally diverse backgrounds
- People of different ages
- People based in (and/or from) different geographic areas

The diversity policy will in no way be limited to these groups and can be expanded to include other priority groups as and when required.

The Board also sets the following target:

- That a balance of no less than 40% of all current board members will be female (or identify as female) and no less than 40% of current board members will be male (or identify as male), is maintained.
- The Board aims to include a minimum of one Aboriginal and/or Torres Strait Islander Director at all times, and aspires to appoint two Aboriginal and/or Torres Strait Islander Directors, subject to the Board's skills matrix, strategic needs and succession planning. In pursuing this target, the Board recognises the unique knowledge, leadership and connection to Country that Aboriginal and Torres Strait Islander peoples bring, and their significant place as the First Peoples of Australia

MONITORING

The Board will assess its composition regarding diversity every 12 months and consider:

1. Necessary areas of skill, experience and expertise
2. Desirable diversity priority groups

REVIEW

The Board will review the Policy every 12 months

REVISION HISTORY

ACTION	DATE OF MEETING
Policy approved by Board	August 2018
Revisions approved by Board	27 August 2024
Revision approved by Board	28 April 2026