

Perpetual Superannuation Limited

DIVERSITY POLICY

RSE L0003315

AFSL 225246

ABN 84 008 416 831

Updated 20 April 2020

Perpetual 

1. INTRODUCTION

Perpetual Superannuation Limited (PSL) is a wholly owned subsidiary of Perpetual Limited (PL) and a member of the Perpetual Group. PSL has adopted the PL Diversity Policy (Diversity Policy), which complies with the Diversity requirements of the ASX Corporate Governance Principles and Principles of FSC Standard No 20: Superannuation Governance Policy.

2. REGULATION

The diversity requirements of the ASX Corporate Governance Principles and principles of FSC Standard No 20: Superannuation Governance Policy (Standard) are outlined below:

FSC Standard No 20

The standard requires the establishment of measurable objectives for achieving gender diversity. The Board is also required to complete an annual assessment of progress against these objectives. The results of the annual assessment must be disclosed to RSE members within three months of the conclusion of the financial year.

ASX Corporate Governance Council

The ASX Corporate Governance Council encourages companies in Australia to foster a governance culture that embraces diversity in the composition of corporate boards, with a focus on the participation of women. The Governance Principles note that:

Diversity is an economic driver of competitiveness for companies. Research has shown that increased gender diversity on boards is associated with better financial performance, and that improved workforce participation at all levels positively impacts on the economy. The promotion of gender diversity broadens the pool for recruitment of high quality employees, enhances employee retention, encourages greater innovation, and improves corporate image and reputation.

Reporting on the diversity profile of the company facilitates greater transparency and accountability in relation to the policy that has been put in place, together with the objectives to be achieved by the company.

In the view of the FSC, this should extend to the Boards of relevant licensees and the “talent pool” for directors (whether independent or executive) expanded.

3. DIVERSITY POLICY

As noted above, PSL has adopted the [PL Diversity Policy](#).

[Perpetual’s Corporate Responsibility Statement](#), which is published in September each year, includes a section on Diversity. The report outlines diversity objectives and progress in achieving these objectives.

4. BOARD DIVERSITY OBJECTIVE

In addition to the objectives noted in the PL Diversity Policy, PSL has established a measurable objective related to gender diversity. The objective is to maintain a minimum representation of 40% of women on the Board.

5. REVIEW AND DISCLOSURE

The Diversity Policy will be published on the Trustee and Operations page of the Perpetual website as required by paragraph 6.6 of FSC Standard No. 20: Superannuation Governance Policy.

PSL will publish its progress in achieving the Board gender diversity objectives under this diversity policy annually on the Trustee and Operations page of the Perpetual website.

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