



Our commitment to diversity and inclusion

As a global business, the diversity of Macquarie's people is fundamental to its success. Macquarie's ongoing commitment to workforce diversity ensures its business remains innovative, sustainable and continues to meet the evolving needs of its clients.

Macquarie's range of experiences, skills and views are key strengths and critical to the wide range of products and services the Group delivers across the globe.

Opportunity and ownership

The success of Macquarie is underpinned by opportunity and ownership. Macquarie provides the environment for its people to turn these opportunities into meaningful value, for clients, shareholders, communities and themselves.

The diversity of our people drives original thinking and the entrepreneurial drive for which Macquarie is known. Inclusion is the power to leverage our differences to achieve our goals, and is reflected in Macquarie's culture, practices, programs and policies.

Shared accountability

Macquarie's Board of Directors is responsible for overseeing the Workforce Diversity policy, under the stewardship of the Chief Executive Officer. Macquarie's Executive Committee is responsible for fostering a business environment conducive to achieving its intent.

All employees are responsible for promoting workforce diversity and inclusion and work with dedicated Diversity Representatives in implementing the organisation's global diversity agenda. Diversity Committees exist within operating and support groups and within regions, and each committee functions with a mandate that reflects our global objectives whilst accommodating business or location specific priorities and circumstances. Macquarie has a Global Diversity Director to coordinate across stakeholders and facilitate action.

Building for the future

Macquarie believes the benefits of workforce diversity include greater access to talented individuals, enhanced creativity, innovation and risk management and meeting the expectations of clients, communities and regulators. Macquarie is committed to:

- attracting a broad range of candidates
- applying fair and robust selection processes
- providing a workplace that is inclusive of all individuals
- providing the relevant structures and work environment to best support its people to reach their full potential in the workplace
- allocating pay and advancement opportunities in a fair and equitable way with a view to both merit and the markets and business environments in which Macquarie operates.

“ International research shows a powerful link between diversity of thought and improved team performance. Teams that have the best ideas, and solve problems most effectively, tend to be diverse teams. Their broader experience and understanding provide a competitive advantage against teams with more uniform perspectives.”



Nicholas Moore,
CEO, Macquarie Group