

Bloomberg Gender-Equality Index

Answers and supporting commentary

Commonwealth Bank of Australia

Bloomberg KPI	Definition	FY23	FY22	Supporting commentary
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.	50%	45%	
	This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors)			
	will not be counted.			
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	No	Yes	
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	Yes – 50%	Yes – 45%	For more information about our goals and progress visit our website at commbank.com.au/diversity .
CEO is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	No	No	
CFO is a woman	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	No	No	



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Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.	41.7%	41.7%	This data represents the percentage of women in Group Executives roles.
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year- end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	Yes	Yes	CBA's equivalent role is the Head of Diversity, Equity and Inclusion
Percentage of women in total management	Percentage of women in management who have senior- level, middle- or lower-level supervisory responsibilities of total management.	45.1%	45.5%	This data represents the percentage of women in Manager and above roles.
Percentage of women in senior management	Percentage of women in management who have senior- level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.	41.0%	38.4%	This data represents the percentage of women in Executive General Manager roles.
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.	45.2%	45.8%	This data represents the percentage of women in Manager roles.



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Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year- end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.	66.9%	67.5%	This data represents the percentage of women in Team Member and Team Leader roles.
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.	54.4%	55.2%	
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.	51%	53.6%	
Percentage of Women IT / Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	30.1%	26.3%	
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.	45.9%	46.1%	
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.	51.8%	49.8%	
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	47-50% women in Executive Manager and above roles by 2025	47-50% women in Executive Manager and above roles by 2025	For more information about our goals and progress visit our website at commbank.com.au/diversity .



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Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company	Maintain no less than 50% women representation in workforce overall	Maintain no less than 50% women representation in workforce overall	For more information about our goals and progress visit our website at commbank.com.au/diversity.
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure	.99	.99	The calculation is based on figures as reported in the Sustainability metrics – gender pay equity – (female to male base salary) section of the Annual Report.
				Figures <1 indicates a gap favourable to men. Figures >1 indicates a gap favourable to women.
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc	23.6%	23.1%	This data represents the Workplace Gender Equality Agency (WGEA) organisation-wide gender pay gap (percentage difference of average male earnings) and is reported in our Sustainability Performance Metrics and Disclosures.



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Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	No	No	Our Diversity, Equity and Inclusion strategy is focused on addressing the underlying drivers of the gender pay gap through actions to create a safe, respectful and inclusive workplace environment. This includes, but is not limited to, setting time-bound targets to increase the representation of women in leadership roles, expanding our support for carers and paid parental leave offerings, and preventing and addressing disrespectful behaviours such as harmful gender norms and stereotypes.
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the	Yes	Yes	CEO short-term variable remuneration (STVR) is linked to gender diversity:
	gender pay gap, etc.			See page 94 of the 2023 Annual Report – Non-financial measures including diversity.



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Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary	13 weeks	13 weeks 13 weeks	CBA will no longer have primary and secondary labels for leave commencing on or after 1 December 2023.
	responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.			From 1 December 2023, we will offer full-time and part-time CBA Employees 18 weeks paid parental leave from day 1 of employment. We will also offer flexibility in how and when parental leave can be taken within the two years of the child's birth/placement.
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties.	4 weeks	weeks 4 weeks	CBA will no longer have primary and secondary labels for leave commencing on or after 1 December 2023.
	If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.			From 1 December 2023, we will offer full-time and part-time CBA Employees 18 weeks paid parental leave from day 1 of employment. We will also offer flexibility in how and when parental leave can be taken within the two years of the child's birth/placement.
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.	87.5%	89.4%	



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Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.	Yes	Yes	All employees have access to WorkLife Links, an external, confidential information and resource service that helps individuals find out about any type of dependent care, health and lifestyle services. Employees in Sydney have access to discounted childcare centres.
Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.	Yes	Yes	For more information about flexible working and other benefits visit our website at commbank.com.au/careers
Employee resource groups for women	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.	Yes	Yes	Our employee-led networks play a key role in shaping our culture so that everyone feels safe, respected and included at work. WeCan is our employee-led network that advocates for gender equality.



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Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours.	Yes Yes	es Yes	Respect Lives Here is our key prevention initiative designed to help us build a shared understanding of respectful and disrespectful behaviours at work, the impacts they have, and the practical actions our people can take to be effective bystanders when they see or hear something that does not feel right.
	Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.			
				Through education and leader-led discussions, Respect Lives Here addresses the attitudes, behaviours and standards that enable our people to foster a positive team culture and prevent harmful behaviours, such as sexual harassment or marginalisation at work.
				Inclusion Conversations are designed for people leaders and focus on how to create equitable access to opportunity and development, remove barriers to inclusion and build diverse teams.
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.	Yes	Yes	Sexual harassment training forms part of our Group Mandatory Learning on Workplace Conduct.

