

JEDI Legal Regulation: Australia

Legislation or Policy

Workplace Gender Equality Act 2021

- This Act requires private sector employers with 100 or more employees to file an annual report signed by the CEO with the WGEA
- Listed public companies are to comply with the [ASX Corporate Governance Council](#) requirements including an established diversity policy, measurable objectives for gender and wider diversity, with overall diversity defined as gender, age, ethnicity and cultural background.

Investor Implications

- A list of non-compliant organisations is shared publicly to ensure transparency and accountability
- The underlying areas under the Gender Equality Act cover a wider breadth than previously including workplace overview, action on gender equality, work/life balance and support
- Recent research on publicly listed company board diversity in Australia shows progress in increasing the number of female directors, but less on other forms of lived experience around ethnicity, sexual orientation, etc

