Diversity and Inclusion at Computershare

Computershare

Diversity and Inclusion

We believe that **diversity is a vitally important source of strength** for our company. Our global team of champions are working on a **three-year strategy** to help us move forward in valuing the differences people bring to the workplace, and in providing fair opportunities for everyone to succeed.

A world of opportunities, whatever your gender

Join other veterans on a career path with us

We embrace and support people with all abilities

Computershare
Proudly Standing with the LGBTQ+ Community

Discover how we champion our diversity

Our diverse community

We strive to ensure all our employees have an **equal opportunity** to contribute their ideas, bring their personality to their work and showcase their skills. In fact, an important part of our strategic priorities is investing in initiatives that foster diversity and inclusion in our businesses. Here are some of our **Diversity and Inclusion initiatives:**

✓ Joined the 30% Club with the goal of seeing women take up 30% or more of the positions on boards of listed companies – we have exceeded that target on the Computershare Board

✓ Signed up to 40% female/40% male/20% other targets for our senior management teams

✓ Appointed a dedicated Global D&I Manager

✓ Formed a D&I Forum, chaired by our CEO Stuart Irving

✓ Launched a global D&I calendar of events for employees

✓ Enabled annual salary/bonus allocations to be reviewed by gender to help eliminate bias

✓ Rolled out new technology and processes to support working from home and flexible working

We give you ↓↓
a world of potential

Our Employee Resource Groups (ERGs)

Our **seven Employee Resource Groups (ERGs)** have representatives from across the globe and are great for our people and beneficial for the company as a whole. Our ERGs have:

✓ Supported our employee engagement programs

✓ Engaged in policy reviews and development to help promote a culture of inclusion

✓ Informed our People Policies to ensure we have inclusive language and principles

Kheron Bethel
BLG Board Member

Lisa Brooks
BLG Board Member

Black Leadership Group (BLG)

The mission of our employee-led Black Leadership Group is to foster a more inclusive culture, and increase representation of black professionals at Computershare through meaningful dialogue.

Watch Lisa's video to find out more

Women4Women (W4W)

Our Women4Women employee resource group supports members and acts as a resource to educate and engage employees on the importance and benefits of diversity, representation in a corporate culture and women-related issues in the workplace.

Sheila Frierson
W4W Board Member

Fiona Chalmers
W4W Board Member

Emma Chesney
W4W Board Member

W4W North America

W4W Asia Pacific

W4W EMEA

Watch Sheila's video to find out more

Watch Fiona's video to find out more

Watch Emma's video to find out more

Alex Moore
disABILITY Board Member

disABILITY

We champion individual diversity and cater for the individual needs of people in our teams, such as disability accommodations and adjustments.

Watch Alex's video to find out more

Billy Scott
Healthy Minds Board Member

Healthy Minds

The goal of Healthy Minds is to a create an inclusive, non-judgmental space where people can share and learn from one another on mental health and wellbeing topics.

Kathryn Snyder
Purple Pride Board Member

Purple Pride

Aims to create a safe space for internal discussion and support for Computershare LGBTQ+ staff and supporters, helping to enhance representation across the company and facilitate positive change.

Who do we partner with?

We partner with organisations across the world to support and improve awareness of diversity and inclusion across our organisation, as well as offering our employees resources to help gain a broader understanding of what diversity is and how it impacts our daily lives.