



Workplace Gender Equality Agency
FM Australia Statement
February 2025

FM has a strong commitment to global inclusion, diversity, and equity, and has several long-term, strategic initiatives to address the gaps in gender composition of our workforce.

Where other insurance companies rely primarily on actuarial tables, we use a hands-on, engineering-based approach. Around a third of our workforce is in engineering roles, and those with engineering backgrounds are highly represented in our senior professional and technical roles as well as senior leadership. Over the past 12 months, local initiatives have been introduced to better understand the reasons behind the gap and to support women's career advancement. These initiatives include consultations to identify barriers to career progression and the implementation of mentoring programs.

Our ability to recruit, develop and advance women to senior levels of leadership, in roles that require an engineering background, is impacted by the representation of female engineers in the Australian workforce, which is approximately 11% (Engineers Australia, Women in Engineering Report 2022). In February 2025, FM's female engineer representation in Australia was 29.5%. This does not take into account engineers who have moved into other positions within FM such as Claims and Underwriting.

FM is committed to pay equity across our compensation practices to ensure employees are paid equitably when performing comparable work, taking into account skills, experience, performance and local conditions.