

2019 WOMENWISE REPORT

Building a brighter future for our Australian businesses
through egalitarianism and equal opportunity





Womenwise exists to inspire women across the Flight Centre Travel Group (FCTG) network to develop their leadership potential. Womenwise recognises the achievements of women through celebration, connection, collaboration and creating change.

The 2019 calendar year has been one of growth for the initiative as it continues to grow through showcasing opportunity, role models and structured support to create gender balance in all leadership teams across FCTG.

In 2018, FCTG became a signatory to the United Nations Global Compact (UNGC) and over the past two years has submitted two reports on our achievements in relation to the UNGC's goals. As a company we continue to develop our Sustainable Development Goals (SDGs) Blueprint, addressing 12 of the 17 SDG goals set out by the United Nations. Goal #5 is Gender Equality and initiatives

such as Womenwise play a critical role in ensuring we remain accountable to achieving this.

Key to the momentum our Womenwise movement is gaining has been the creation of an accessible platform for all of our women within Australia and across brands or support roles to engage with. Our own statistics show that we are more likely to retain a woman within our business if she has attended a Womenwise event in the past. In fact, we retain 86% of the women who have attended events over the past two years versus 76% of the general FCTG population working part and full-time.



THE STATE OF PLAY WOMEN IN OUR AUSTRALIAN BUSINESSES



43% of FCTG's
**Australian Leadership
Team is female**



of our Australian
workforce is in a **flexible
working arrangement****

79%

of **new starters** in
the last year have
been **women***



434 people have
**claimed FCTG's new
Parental Leave Payment**
since inception***



76% of our FCTG
Australia population
are **women**

*Leisure retail businesses (Sept 18 to Sept 19)

**Outside a traditional 40 hour work week

***FCTG's Parental Leave Payment is only available to Australian employees



WHAT WE ACHIEVED LAST YEAR

- Championed flexible working arrangements across the business, including Unlimited Leave and home user models.
- Promoted Parental Leave Payment within the Australian business, which offers 6 weeks paid leave in addition to the standard 18 weeks paid leave offered by the Australian Federal Government.
- Refined Recruitment processes to include 50:50 representation of men and women on interview panels and 50:50 male and female candidates for all roles.
- Invested in programs such as Goddess in the Boardroom to develop our women for senior leadership roles.
- Launched Womenwise committees in Asia and The Americas. Womenwise now operates in Australia, Asia, UAE, RSA, and The Americas.
- Celebrated the promotions of four of our highly regarded female leaders, Allisa O'Connell, Kelly Spencer, Bianca Schembri and Daniella Pittis.
- Created regional Womenwise "chapters" in two regions across Australia as well as within disciplines including Technology, Marketing, Finance and Peopleworks.
- Hosted FCTG's first external leadership event, the Womenwise Leadership Summit in Brisbane with 80 attendees.
- Recognition of our talented women externally including Australia's coveted Women in Travel award recognition for Dani Galloway, GM - Premium Brands (Executive Leader of the Year) and Daniella Pittis, Chief Information Security Officer (Technology Award).
- Partnered with Share the Dignity as a core Australian charity for women.

KEY PRIORITIES FOR THE FORTHCOMING YEAR

- Celebrate through events with the goal of reaching 1000 new women in 2020.
- Connect with women by creating a minimum of two regional chapters in every state of Australia.
- Collaborate on issues that affect the women in our business.
- Create change and opportunity for women by increasing the number of women who actively apply for internal promotions (move beyond the 'shoulder tap') and reaching 50% target for female leaders.

Image above: Womenwise Leadership Summit, August 2019. Two of FCTG's most senior and respected female leaders; Allisa O'Connell (EGM Leisure Brands Australia) and Melanie Waters-Ryan (COO) sharing their best advice and the hard lessons that come with any position of leadership