



Gender balance remains a priority across the Coles Group. Our aim is to promote gender balance across all levels and areas of the company, with commitments of:

1. Reaching 40 percent women in leadership roles at an organisational level;
2. Achieving pay parity to support achievement of gender equality; and
3. Being recognised as a WGEA Employer of Choice for Gender Equality enabling us to attract and retain the best talent at Coles.

We continue to make year on year progress towards meeting these goals. In FY22, we have increased the number of women in leadership roles to 39.4% (up from 36.5% in FY21). Women in management positions increased from 43.8% in FY21 to 45.1% in FY22.

We are working on addressing and reducing the gender pay gap through investments in parity and policies that increase representation at all levels and continue to focus on ensuring we have the right policies, processes and programs in place to be recognised as an Employer of Choice for Gender Equality