

Diversity Disclosure

Date: 26 July 2019

Diversity Principles

CPS has adopted a Diversity Policy which sets out a framework to actively manage and encourage diversity at CPS because it recognises that diversity in the workforce and on the Board lead to diverse thinking and differing perspectives which are widely recognised as:

- contributing to improved decision making;
- resisting groupthink;
- broadening the talent pool;
- correlating with increased financial returns;
- contributing to leading governance practice; and
- fostering a closer connection with, and understanding of, our members.

Diversity Targets

CPS has the following diversity targets in place:

- (a) a minimum 40% women and 40% men will make up the Board and senior management. The remaining 20% can be any gender identity;
- (b) a minimum of 30% women and 30% men will make up our staff. The remaining 40% can be any gender identity; and
- (c) all recruitment selection panels must comprise at least 1 woman and 1 man.

Diversity Reporting

At 30 June 2019 our Board, senior management and other staff consisted of:

| | Male | Female | Target met |
|---------------------------|----------|----------|------------|
| Board & senior management | 8 (47%) | 6 (43%) | Yes |
| Other staff | 15 (60%) | 10 (40%) | Yes |

CPS recruited for 6 positions in the period November 2018 to June 2019 and the selection panel for each comprised at least 1 woman and 1 man (target met).