

# Our commitment to diversity, equity and inclusion



At TAL, we are committed to fostering a diverse, equitable and inclusive culture. We know that this is good for our customers, partners, people and business.

Our aim is that, regardless of gender, all our people enjoy the same access and outcomes when it comes to opportunities for personal growth, career advancement and contributing to the success of our business.

An important part of TAL's broader diversity, equity and inclusion strategy is our focus on gender pay equity and gender pay gaps. TAL welcomes and fully supports the Workplace Gender Equality Agency's (WGEA) initiatives to provide greater transparency by publishing organisational gender pay gaps.

As a large employer, we know TAL has an important role to play for our own people and more broadly in the business community. We acknowledge we have made some progress, and also that the job is not done and there is more work for us to do.

We recognise that collective action at the industry and national level is critical to making meaningful and sustained improvements, and we are determined to be a positive voice and contributor within our business and the broader industry.

For further information on the commitments that TAL has made and the actions we are taking as part of the Champions of Change Coalition, refer to the [Closing gender pay gaps: Our actions and commitment report](#).

*"We continue to make progress on this important area at TAL – over 40% of our senior leaders are women, we've made our recruitment practices fairer and we continue to invest in developing our female talent. However, we know that there is more we can and need to do. We are determined in our approach and look forward to continuing to work closely with WGEA, Champions of Change and TAL's employees on taking meaningful actions to affect change."*

**– Brett Clark, Group CEO  
& Managing Director**