

Gender Equality Plan (GEP)

1. Introduction & Leadership Commitment

The Gender Equality Plan (GEP) is an official document approved and signed by the founders of AUSTRALIANANCE. It is published on our public website (www.australianance.com) and updated annually. AUSTRALIANANCE's leadership fully commits to promoting gender equality across all activities, from internal operations to client services and Startup&Angels* events.

**Startup&Angels is a brand owned by Australiance group.*

2. Current Situation Analysis

AUSTRALIANANCE conducts an annual assessment of gender-disaggregated data to monitor progress.

Indicator	Current Data
Gender distribution across the company	80% women, 20% men
Participation in training	100%
Participation in Startup&Angels events in Australia*	30% of 2025 attendees were women

**The 30% figure accurately represents the overall attendee demographic; however, our panels maintain a more balanced composition, with approximately equal numbers of men and women.*

3. Clear and Measurable Objectives

Objective	Success Indicator	Target Year
Maintain the proportion of women in leadership positions	66% of leadership roles held by women	2026
Ensure gender-balanced recruitment*	<p>Increase the number of female applicants for open positions by 50%</p> <p>Have at least one shortlisted female applicant in each recruitment process</p> <p>Assist our clients to diversify their workforce in leadership and tech roles by +20%</p>	2026
Increase participation in Startup&Angels events	50% female participants and speakers (investors, founders, experts)	2026
Mandatory annual training on gender bias	100% of employees trained	2026
Inclusive leadership training	100% of managers trained	2026

**At AUSTRALIANCE, we promote gender-balanced recruitment both within our company and in the recruitment processes we manage for our clients.*

4. Actions and Operational Plan

Action	Responsible	Indicator	Deadline
Appoint Diversity & Inclusion Lead	Pooja Nair - <i>Talent Director</i>	Lead in place, to be activated	2026
Establish quarterly GEP Steering Committee	Leo Denes - <i>Co-founder & CEO</i>	Meetings held and minutes published	2026
Annual collection of gender data	Marine Rugliano - <i>Head of Strategy & Operations</i>	Annual report published	Annually
Inclusive leadership training	Leo Denes - <i>Co-founder & CEO</i>	100% of managers trained	Annually
Integrate gender awareness into training, coaching, and events	Pooja Nair / Leo Denes - <i>Talent Director / Co-founder & CEO</i>	Programs updated	Ongoing
Zero-tolerance policy on harassment and gender-based violence	Marine Rugliano / Leo Denes - <i>Head of Strategy & Operations / Co-founder & CEO</i>	Incidents tracked and addressed	Ongoing
Internal communication of the GEP	Marine Rugliano - <i>Head of Strategy & Operations</i>	Newsletter and team meetings	Quarterly

5. Governance & Resources

- A Diversity & Inclusion Lead dedicates 5% of their time to implementing and monitoring the GEP.

- A quarterly Gender Equality Steering Committee includes representatives from leadership, HR, Startup&Angels, and external advisors.
- An annual budget of \$3,000 supports training, diversity-oriented recruitment tools, and collaboration with DEI experts such as Women in Tech.

6. Monitoring, Evaluation & Adjustment

- Quarterly monitoring through the GEP Steering Committee.
- Annual Gender Equality Report summarising quantitative progress, qualitative feedback, and necessary adjustments.

7. Communication

- Public availability on AUSTRALIANANCE's website.
- Internal communication via newsletters and team meetings.
- Sharing best practices with clients, partners, and the broader community.

8. Measures Against Gender-Based Violence & Harassment

AUSTRALIANANCE applies a strict zero-tolerance policy against harassment, discrimination, and gender-based violence.

Key measures include the following:

- Clear definitions of unacceptable behaviour.
- Confidential reporting channels and protection against retaliation.
- Investigation procedures ensuring fairness and confidentiality.
- Annual respectful workplace training for all employees.

10. Conclusion

AUSTRALIANANCE reaffirms its commitment to fostering a fair, inclusive, and transparent working environment. This Gender Equality Plan is a living document, reviewed annually to reflect progress, learnings, and the needs of our team, clients, and community.

We view gender equality as a driver of innovation, performance, and responsibility, and we mobilise all necessary resources to ensure its concrete implementation across all our activities.



Approved by:

Leo Denes - *Chief Executive Officer*, AUSTRALIANANCE

25 May 2026