



## **McArthur Gender Equality Statement.**

### **Mission:**

**To ensure all recruitment submissions and recommendations presented to McArthur clients are based solely on capability and competence.**

### **Values:**

- Ensure both McArthur long-lists and client short-lists represent gender balance and diversity in accordance with our stated Mission;
- Ensure that comprehensive search-based activities among passive female candidates are an integral component of all recruitment projects;
- Seek to identify and address unconscious bias existing in client selection panels/committees;
- Utilise performance reviews to identify future female leadership talent;
- Actively identify female talent with the potential for future growth and promotion;
- Establish and promote ongoing initiatives to identify and encourage female participation in joint professional development programs;
- Identify and promote candidates with female-centric qualities and strengths that can add value to a specific role requirement.

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