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# The evolution of the Employee Resource Groups and launch of the Inclusion Wall



Our Employee Resource Groups (ERG), Pride at Lion, Women at Lion and We Belong at Lion continue to grow, evolve and create long-lasting positive impacts for our team members who resonate with their particular communities.

On World Inclusion Day these groups came together to celebrate and unite on a topic that goes to the core of who we are as an organisation. This was a day to recognise that we all come from different life experiences, family backgrounds, educations, traditions, gender norms; and to celebrate that. And we are so fortunate to have this diversity.

We know that having a diverse workforce and inclusive culture will help us attract and retain the best talent, develop a workplace culture of respect and be more innovative and relevant to our customers and consumers. We are committed to building an organisation that is reflective of the customers and consumers that we serve.

In 2024 we continued to embrace difference, foster inclusion and cultivate belonging through:

- Enabling and equipping our leaders to lead quarterly thought-provoking, respect-based conversations with their teams.
- Continuing to support women into leadership roles through the delivery of our signature Women at Lion Program (now in its sixth year) as well as our Mosaic program (second year) for culturally diverse team members.

- Continuing to evolve our People Policies with increases to our parental leave, the inclusion of fertility leave and support for people suffering from the impacts of menopause, endometriosis and period pain.

A highlight of the year was being recognised externally as a place where diverse talent felt respected and included, including receiving:

- Drinks Association Best Diversity Initiative Award
- Gold status in the Australian Workplace Equality Awards
- WGEA Employer of Choice
- Family Friendly Certification



*“I’m proud of the support our leadership has shown towards Diversity, Equity & Inclusion (DEI) initiatives and ERGs. The recent launch of our wall dedicated to equality and belonging is a testament to this commitment.”* Allan Dib,  
Head of Insights and Foresight at Lion

**27%**  
Culturally Diverse workforce and working to ensure we are inclusive to all

