

## **Gino Butera, CEO, Cummins South Pacific Pty Ltd**

As a result of a comprehensive strategy, female representation has increased to 17% and high potential women to 31%. More than 64% of leadership positions have females identified as part of succession plans. At Cummins, targets are set to achieve greater female representation at all levels, with regular updates given on the status of individual development plans to ensure female employees have plans in place for both their current role and future interests. Gino chairs and participates in a company wide Leadership Diversity Council and was the catalyst for the creation of the Women's Leadership Network Group which has seen increased paid maternity leave, retention of company car and return to work bonuses for participants. Under Gino's leadership, Cummins South Pacific has driven a second generation of diversity training and on-line discrimination and harassment training - leading Cummins globally on training completed. These actions have resulted in increasing female representation, promotion and satisfaction rates, including a doubling of representation in senior management roles.