

3 August 2022

Mr Barry Irvin AM  
Chairman  
Mr Paul van Heerwaarden  
Chief Executive Officer  
Bega Cheese Limited

Dear Barry & Paul,

**Re: Thank you for joining 40:40 Vision**

I am writing to you as Chair of the Steering Committee of the investor-led 40:40 Vision, to formally welcome Bega Cheese Limited as a signatory of the Vision.

As a signatory, you are showcasing your leadership by committing to achieve gender balance in executive leadership by 2030, and signalling to your shareholders, stakeholders and the broader community your support for gender equality.

40:40 Vision is an investor-led initiative, and as part of our stewardship of the investments we make on behalf of our members and clients, we seek to ensure companies have appropriate diversity of perspectives and experience within their executive leadership. Extensive research demonstrates that companies with strong gender diversity in leadership are more likely to outperform their peers and create better long-term value and performance for shareholders<sup>1</sup>.

To support the initiative and demonstrate publicly your signatory status and commitment to gender equality, we encourage you to use the 40:40 Vision logo on your website, in social media and in public reporting.

To further facilitate the inclusion of 40:40 Vision in your communications, we have enclosed a brand and messaging pack which includes logos, signatory badges, key messaging, and social media assets. For assistance in using these digital assets please contact [4040Vision@hesta.com.au](mailto:4040Vision@hesta.com.au)

Best regards,



Debby Blakey  
Chief Executive Officer

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<sup>1</sup><https://www.wgea.gov.au/newsroom/media-releases/more-women-at-the-top-proves-better-for-business>