

Companies with Employee Ownership (EO)

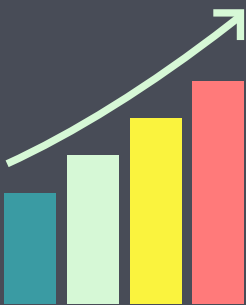
Outperform
Their Peers



The Australian Employee Ownership Index (EOI) 2016

	ASX200	EOI Companies
All Sectors	✓	✓
Have EO for all employees	✗	✓
30% of employees participate	✗	✓
Market Cap	\$0.38B - \$136B	\$0.4B - \$126B

Share Price
Performance
over 5½ Years



EOI Companies

Consistent
outperformance
of the ASX 200



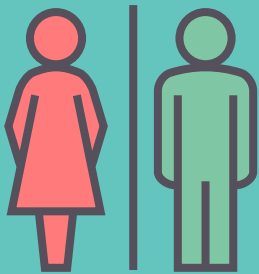
Monthly
Outperformance



54%

of EOI companies outperform
month on month

CAER Environment and Social outcomes



Twice
as likely to have
clear evidence of
Equal Opportuniy



Outperformed
the ASX 200 in
3 out of the 5
ESG factors

EOI Companies also outperformed in



Health
and Safety



Job
Security



Training and
development
practices



Proven Productivity, Sustainability and
Diversity Outcomes

The results showed a strong correlation between a broad-based
EO and stronger share price performance as well as positive
rankings under CAER’s ESG factors.

Source : CAER research and EOI index results produced from Commsec data



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