

30 March 2026

Julia Angrisano
National Secretary
Finance Sector Union

By email:



Dear Julia,

Thank you for your letter dated 23 March 2026 regarding office attendance requirements.

Australian Ethical operates a hybrid working model that continues to provide flexibility for employees to balance where they work, recognising different roles, personal circumstances and business needs.

We consider our current arrangements work well, provide appropriate flexibility and are aligned with both organisational needs and employee expectations.

As we have for many years now, we will continue to actively monitor suitability of our model as circumstances require.

We appreciate your letter and interest in the wellbeing of our people.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'John McMurdo'.

John McMurdo
Managing Director & CEO