

GORDON CAIRNS

Major Career Roles

Chair, Woolworths Group Ltd
Chair, David Jones Ltd
Chair, Rebel Group Pty Ltd
Chair, Origin Energy Ltd
Executive Chair, Quick Service Restaurants Holdings Pty Ltd
CEO, Lion Nathan Ltd
Division CFO, PepsiCo Foods & Beverages International

Other Career Highlights

Non-Executive Director, Seven Network Ltd
Non-Executive Director, Macquarie Bank Ltd
Non-Executive Director, Westpac Banking Corp
Non-Executive Director, Rebel Sport Ltd

Gordon Cairns is a highly experienced chair and former CEO whose career spans high-growth, restructuring and turnaround environments across consumer, financial services and energy. His executive and board experience covers listed, private and not-for-profit organisations in the UK, USA and Australasia.

Gordon began his career in the UK with Nestlé, Cadbury and the Imperial Group before joining Frito-Lay, the snack food division of PepsiCo. Over 10 years with Frito-Lay in the USA, Australasia and Europe, he held roles including Director of International Marketing, Director of Operations, CFO and, ultimately, Managing Director of the Australian snack food business. This combination of commercial, operational and financial leadership laid the foundation for his later CEO and chair roles.

He subsequently joined Lion, an ASX 50 beverage business, initially as Managing Director of the Australian beer business and then as CEO for seven years. Under his leadership, Lion was transformed into a purpose- and values-led organisation with a widely admired culture, strong growth mindset and total shareholder return in the top quartile of global beverage companies. His focus on clarity of purpose, customer-centricity and culture as a performance driver became hallmarks of his leadership approach.

After stepping down from his executive career, Gordon built a substantial non-executive portfolio. He served on the boards of Westpac Banking Corporation (nine years) and Macquarie Group (six years), and as Chairman of Origin Energy (seven years) and Woolworths Group (seven years), bringing board-level insight across banking, energy and large-scale retail. He also has extensive advisory experience with CVC and Archer Capital, as well as with McKinsey and Luminis Partners, supporting CEOs and investors on strategy, leadership and value creation.

In the not-for-profit sector, Gordon has served on the boards of Good Return, a microfinance provider to low-income communities in South East Asia, for 15 years, and Opera Australia, where he chaired the Audit Committee. Across all these roles he has maintained a consistent focus on purpose, stakeholder trust and long-term, sustainable performance.

Gordon brings deep cross-sector expertise in:

• Consumer & beverages – leading and transforming branded consumer businesses, building admired cultures and delivering top-quartile shareholder returns.

• Financial services & capital markets – serving on the boards of major banks and financial institutions, guiding strategy, risk and governance.

• Energy, utilities & complex industrials – chairing large listed groups through market and regulatory change, balancing performance, sustainability and stakeholder expectations.

• Purpose-led leadership, culture & transformation – partnering with CEOs and boards to embed purpose, values and growth mindsets in organisations facing growth, restructuring or turnaround.

Gordon Cairns was educated at the University of Edinburgh, where he graduated with an MA Honours.