

Employer Statement Workplace Gender Equality Agency (WGEA)

February 2024

Significant progress in closing the Gender Pay Gap

Under new Australian legislation, the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023 requires the Workplace Gender Equality Agency (WGEA) to publish private sector employer gender pay gaps from early 2024.

The Gender Pay Gap is a measure of the difference between the average pay of men and women across an organisation, regardless of the type of work they do. It should not be confused with an equal pay comparison, which involves a direct comparison of people who are performing the same role or different work of equal or comparable value.

Since 2021, we have been focused on developing our compensation policies and practices, including investment in the adoption of specialist compensation tools and technology. A key area of progress has been to develop a robust standard for undertaking proactive annual Pay Equity Audits, which enables us to remain on top of our fundamental commitment to ensuring fair compensation across our global workforce.

It is encouraging to see that the Australian gender pay gap data shows positive improvements in our metrics. The median total remuneration has decreased from 17.9% in 2021-22 to 16.1% in 2022-23. Likewise, the median base salary has fallen from 16.7% in 2021-22 to 15.7% in 2022-23. We are also reassured to see that our average total remuneration gender pay gap, for both manager and non-manager positions, is significantly better than the Industry Comparison Group's average. Similarly, this gap has also decreased compared to the previous year across all levels of our Australian-based teams.

That said, we will not be complacent. We remain committed to our broader agenda focussed on increasing female representation in management positions and other progressive actions which will enable us to continue to improve our gender pay gap.

Declaration

We confirm that the data and information presented in this statement are true and accurate. The data covers the period 1 April 2022 – 31 March 2023.



Chloe Payne
People & Transformation Director



Mark Pickett
CEO