



# WGEA EMPLOYER STATEMENT

## OUR COMMITMENT AND APPROACH TO ACHIEVING GENDER EQUALITY

Workplace gender equality is achieved when people can access and enjoy the same rewards, resources and opportunities, regardless of gender.

The research is clear and compelling – organisations with better gender diversity make better decisions which leads to increased performance and outcomes for clients and shareholders.

Equity Trustees is committed to achieving gender equality. As a relevant employer under the *Workplace Gender Equality Act 2012*, each year we report to the Workplace Gender Equality Agency (WGEA) on what we are doing to promote and achieve gender equality in the workplace.

In line with best practice, Equity Trustees has set a gender diversity target of 40/40/20<sup>1</sup> at all levels within the organisation.

**We are working towards an ambition of reaching our 40:40:20 target at the ELT and Senior leadership level before 2030 and reducing our pay gap by at least 5% or lower than the Australian average Gender pay gap before 2030.**

	Equity Trustees	Industry Comparison (Other Auxiliary Finance and Investment Service)	Australia wide
Average (mean) total remuneration	24.8%	39.3%	21.7%

*While Equity Trustees has achieved gender pay equity, we have more work to do to address the gender pay gap. We can take some encouragement from the fact that our gap is almost half that of the financial services industry, but we want to continue to exceed the benchmark set by our market cohort – and so we need to set our sights higher.*

*I believe Equity Trustees is capable of doing better and has a wonderful opportunity in coming years.*

*Equity Trustees depends on the full range of human skills and expertise – our business strengths are our ability to conduct ourselves with empathy, warmth and care combined with exceptional professionalism and technical capability. This necessarily means we need gender equality, and diversity, at all levels of our enterprise if we want to remain leaders in our field and as an employer.*

*I firmly believe Equity Trustees offers a great environment and culture for women to excel. I look forward to closing this gender pay gap as quickly as possible and have confidence that our action plan will hasten our path to that goal.*

**Mick O'Brien, Managing Director**

The Company discloses its performance on gender diversity in the annual WGEA report (which can be found on the People Page on Equity Central) and our Corporate Governance Statement (located on our website).

<sup>1</sup> At least 40% of either gender with 20% flexible to either gender

## OUR GENDER PAY GAP AND ANY RELEVANT CONTEXTS OR INFLUENCES

While we have good gender balance across the organisation, we have a higher proportion of men in senior leadership roles which pay higher remuneration versus a larger proportion of our female workforce in administration roles.

At Equity Trustees this is the most significant factor impacting our gender pay gap. A clear demonstration of this is when we completed our internal analysis of the average remuneration gap it is 23.5% the Executive Leadership Team (ELT) is removed the average remuneration pay gap drops to 18%.

Our gap has grown over the last three years, even while we have maintained strong gender balance throughout the organisation. This has been a period of significant growth particularly through the acquisition of Australian Executor Trustees (AET). The increase in gender pay gap during this time has shown us that more focused work and action needs to be taken to identify and address any trends early so the gap does not become embedded.

Pleasingly we have achieved pay equity with respect to bonus outcomes, this means that on average both men and women have achieved similar performance results and percentage of bonus paid. At the same time however, there is an imbalance in the quantum of bonus pool paid which is aligned to the prevalence of men in senior roles.

**Pay equity** is equal pay for equal or comparable valued work across genders. We analysed all of our roles and we had 41 instances of like for like roles. This showed that on average we have achieved pay parity for 'like for like' roles; the analysis revealed that women were more likely on average to be paid 2% more than men in those comparable roles.

### Highlights:

- The Chair of our Board and the Superannuation boards are both women, both Boards are well represented by women (three of our seven independent Board Members on the Holdings Board and two out of four on the Superannuation Board), and we have higher representation of women across our organisation.
- We have equal gender representation at CEO +2 level (i.e. direct reports of EGM's).
- We have more women at CEO +3 and greater levels where we have pay parity.
- The same proportion of our workforce gender split receive an incentive payment, we have equal eligibility opportunity for incentive plans.
- Our Gender pay gap median total remuneration (18.4%) is favourable in comparison with our industry standard (Other Auxiliary Finance and Investment Services at 28.6%).
- We have a standard hybrid work policy of working from home up to two days a week for all full-time employees and a policy for flexible working arrangements.
- We are committed to a safe and inclusive workplace and have measures in place to prevent workplace bullying, sexual harassment and discrimination – and to ensure we as employees and leaders are educated, informed and accountable for our actions & behaviours at work.

### Key areas for improvement:

- Our average total Remuneration Gender pay gap (24.8%) is higher than the Australian average of 21.7%
- Our Gender pay gap has increased over the last three years, largely as a result of the acquisition of AET.

## THE DRIVERS OF OUR GENDER PAY GAP

Our path to pay equity is in the early stages, in FY23 we made some significant steps to ensuring gender equality at Equity Trustees.

We have:

1. Developed and implemented *People Leader Training* for all new managers.
2. Developed and introduced the *Senior Leadership program*, the *Triple A Development Pathways Programs - Accelerate, Advance and Amplify*, which offers individuals across all levels of the organisation the opportunity to build their interpersonal, collaborative and leadership capabilities.
3. We have committed to the professional and personal development of all employees by introducing *LinkedIn Learning*.
4. We have enhanced our Parental Leave Policy, which has increased to 16 weeks of paid leave and we now pay super on all unpaid parental leave regardless of gender.
5. We have evolved our Flexible Working policy to enable hybrid working for all employees.
6. We have introduced a new salary survey, Financial Industry Remuneration Group for remuneration benchmarking, increasing the transparency of the remuneration benchmarking process for leaders.

## OUR COMMITMENT

Equity Trustees is committed to building on the foundation of our current strengths and setting new targets to address the gap and will support this with direct action.

### TARGETS

We will measure our success according to the following two targets:

1. Gender target of 40:40:20 at the ELT and Senior leadership level **before 2030**.
2. Reducing our pay gap by at least 5% or lower than the Australian average gender pay gap **before 2030**.

### ACTIONS

1. Focus on gender diversity in succession planning for Senior Leadership roles, including a Managing Director-led mentorship program for emerging leaders.
2. Introduction of a Diversity and Inclusion Committee to consult with employees on issues concerning gender equality and diversity in the workplace.
3. Maintain pay parity (like for like roles).
4. Maintain gender parity in Senior Leadership programs, by proactively identifying and supporting participation by women in existing programs and encouraging development into leadership roles.