

## Warrigal's Employer Statement

# Gender Pay Gap

At Warrigal, we are proud to report a gender pay gap of -0.7%. This figure indicates that, on average, women at Warrigal earn slightly more than their male counterparts. We believe this reflects our ongoing commitment to fostering a diverse, equitable, and inclusive workplace.

**Commitment to Gender Equity:** Achieving a negative gender pay gap is a significant milestone for Warrigal, and it demonstrates our dedication to creating an environment where all employees are valued equally and have equal opportunities to succeed. Our commitment to gender equity goes beyond pay and includes:

- **Inclusive and Merit Based- Hiring Practices:** We strive to attract and retain a diverse workforce by ensuring our hiring processes are not only free from bias, but embraces the unique experiences, backgrounds, identities, abilities, and perspectives to create a warm and welcoming environment where everyone feels valued and respected.
- **Transparent Development Pathways:** We aim to remove any barriers to full and equal participation, providing genuine access to all occupations, including leadership roles. Clear pathways are communicated and supported via mentoring, training, and development programs tailored to support the career growth of all employees.
- **Work-Life Balance:** We provide flexible working arrangements and parental leave policies to support employees in balancing their professional and personal commitments.

**Ongoing Efforts:** While we are pleased with our current pay gap figure, we recognise that there is always more work to be done. We remain committed to continuous improvement and will regularly review our policies and practices to ensure they align with our values of equity and inclusion. Our ongoing efforts include:

- **Regular Pay and Demographic Audits:** Analysing available data to ensure disparities or barriers that may arise are identified and addressed.
- **Employee Feedback:** Encouraging open dialogue and feedback from employees to understand their needs and experiences better.
- **Accountability:** Ensuring all staff and managers are held accountable for creating a positive and inclusive workplace culture, which align with Warrigal's Values.
- **Supportive Initiatives:** Implementing initiatives aimed at supporting underrepresented groups and promoting a culture of respect and inclusion.

Warrigal is committed to maintaining a workplace where every employee feels valued and supported. Our achievement of a -0.7% gender pay gap is a testament to our efforts, and we will continue to strive for excellence in creating an equitable and inclusive environment for all.

**Maree Healey**  
**Chief of People and Culture**

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