

WGEA Employer Statement

SEC Newgate Australia

124 employees as at 31 March, 2023

Our gender pay gap, is lower than the industry when comparing averages (mean).

Gender Pay Gap Total Remuneration	SNGA	Industry
Mean	16.4%	28.3%
Median	36.3%	26.4%

Our gender pay gap as calculated by WGEA is not a result of equal pay issues. We have a gender-neutral approach to pay across all levels of the organisation.

Workforce composition plays a significant factor in explaining our gender pay gap which is due to a high proportion of women / low proportion of men in the lower quartiles.

We have a strong commitment to gender equality and report compelling contributions in key indicators.

Gender equality indicators

Gender composition of the workforce

We are committed to attraction of both men and women to all roles across our organisation.

- We aim for a gender balanced shortlist of candidates across roles where similarly skilled candidates apply (40 male: 40 female: 20 either).
- We advertise all roles with a reference to 'flexible and hybrid working' to encourage applications from both men and women.

We are committed to providing an equitable experience, where all our people can progress through the organisation or grow in their current role.

- Flexible and part-time working is available to everyone.
- Our parental leave policy is available to all staff and provides the primary carer 15 weeks paid leave, including superannuation.
- Our promotion guidelines and decisions are based on merit.

Workforce composition by role

Strong female representation

Managers



Non-Managers



 **76%**
of appointments
(including promotions)
were women

 **18%**
of staff use our
part time flexible
arrangements

Gender equality indicators



Gender composition of governing bodies.

We have strong representation of women in our Partnership Group.



Availability and utility of flexible working arrangements.

We actively support flexibility:

- Flexible work policy and practices.
- FlexIT time, Work from anywhere, Diversity & Inclusion.
- Time and pay reconciliation for part time employees.
- Family & Carers responsibilities supported through leave policies and practices.
- Paid Parental leave, including superannuation.
- EAP services.



Equal Remuneration.

We remain committed to gender pay equity.

- Established ranges for similar roles and individual differences within these ranges, dependant on experience.
- Regular review of remuneration by level and title to ensure there is no gender imbalance within like roles.



Consultation.

We seek feedback and consult with staff.

- Regular Employee Sentiment Survey.
- DEI interest group.
- Informal network for return-to-work staff.



Harassment & Discrimination.

We are committed to policies and practices that prevent harassment or discrimination.

- Gender equality, Anti-discrimination, Bullying and harassment, Grievance and SpeakUp policies in place.
- Confidential avenues to raise questions or concerns.