

Warrigal's Employer Statement 2024-25

Gender Pay Gap

At Warrigal, we are committed to fostering a fair, inclusive, and equitable workplace for every employee. Transparent reporting of our gender pay gap supports this commitment and allows us to track our progress over time.

Our Results

For the 2024–25 reporting period, Warrigal's gender pay gap results demonstrate:

- **Average total remuneration gender pay gap: –1.3%**
Women at Warrigal earn slightly more than men on average. This marks a further improvement on last year's –0.7% result, continuing a positive trend demonstrating that our actions are contributing to pay equity.
- **Median total remuneration gender pay gap: –1.6%**
- **Base salary gender pay gap: approximately 0%**, confirming that our underlying pay structures remain equitable.

A Promising Trend

This year's results provide strong evidence that Warrigal has effectively closed the gender pay gap and is moving toward sustained pay equity. The shift from –0.7% to –1.3% shows continued improvement and reinforces the effectiveness of our ongoing efforts.

Compared with the broader aged care industry, where the midpoint gender pay gap remains +2.7% in favour of men, Warrigal's results position us as a strong performer in gender equity.

What These Results Tell Us

While our results are encouraging, there is always room for improvement. The underlying workforce patterns highlight areas for continued focus, including:

- Men continue to be more likely to hold full time positions, while women are more concentrated in part time and casual roles.
- Uptake of parental leave by men remains low, reflecting persistent traditional caring arrangements.

Actions We Are Taking

Warrigal has implemented several initiatives to strengthen gender equality across the organisation, including:

- **Pay Equity Reviews:** Regular monitoring and analysis to ensure any gender based pay discrepancies are identified and addressed.
- **Gender Equality Integrated into Strategy:** Continued work to embed gender equality considerations across organisational planning, decision making, and workforce initiatives.
- **Diversity & Inclusion Working Party:** A dedicated working party is in place to actively champion diversity and inclusion across all parts of the organisation.
- **Diversity & Inclusion Action Plan:** Our Diversity & Inclusion Action Plan provides a clear roadmap for strengthening cultural safety, representation, and inclusion.
- **Safe and Respectful Workplace:** Strengthened policies and improved data collection to prevent and respond to sexual harassment.
- **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.

Looking Ahead

In line with the requirements of the *Workplace Gender Equality Act 2012*, from 2026 Warrigal will:

- Maintain policies addressing all six Gender Equality Indicators.
- Set and report against three measurable gender equality targets.

These targets will be determined as part of a separate, dedicated process and will be informed by our ongoing analysis and consultation.

Warrigal is proud of the progress reflected in this year's gender pay gap results. The upward trend demonstrates that our long standing commitment to equity is delivering real outcomes. We will continue to monitor our performance, refine our practices, and report transparently as we work to advance gender equality across our organisation.

Maree Healey

Chief People and Culture Officer



Warrigal