

2025 WGEA Public Statement

Employer Statement on Gender Pay Gap pitt&sherry (Operations) Pty. Ltd.

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At pitt&sherry (Operations) Pty. Ltd., we continue our commitment to developing an empowered workforce that reflects the diversity of our clients and the community we serve. As part of this commitment, we regularly analyse our gender pay gap and develop targeted actions to address it.

Key Insights

In the 2023 – 24 reporting period, the overall gender pay gap for total remuneration within pitt&sherry Operations is 17.4% (average) and 23.4% (median). This represents an improvement in our median gender pay gap by 3.1% and a 4.5% improvement of our average (mean) gender pay gap from the previous year.



Our workforce data highlights opportunities to enhance gender representation in higher-paid roles. Currently, men are more concentrated in the upper pay quartiles, while women are more prevalent in the lower quartiles. Addressing this imbalance will be a key priority as we strive for greater equity across all levels of pitt&sherry.

While these figures highlight areas for progress, they also demonstrate our transparency and dedication to creating a fairer workplace.

Actions and Progress

Over the past year, building on our previous efforts, we have taken significant steps to close the gender pay gap:

- **Pay Equity Reviews:** We conducted detailed analyses of remuneration to identify disparities and developed strategies to address them.
- **Leadership Opportunities for Women:** We continued to implement programs aimed at increasing female representation in leadership, including in key management roles. These initiatives resulted in a sizable increase in female representation, rising from 20% in 2023, to 33% in 2024.
- **Flexible Work Practices:** We enhanced flexible working arrangements to support employees in balancing work and family responsibilities, helping to normalise their uptake by both men and women. Our 2024 Engagement survey score represents 95% of pitt&sherry employees 'feel genuinely supported if they choose to make use of flexible working arrangements.'

Commitment to Gender Equality

Looking forward, we are committed to driving meaningful change and achieving measurable improvements in gender equity, building on the progress we have made so far. Our future initiatives include:

- **Strengthening Representation:** Setting specific targets for women in senior roles and male-dominated fields.
- **Enhancing Parental Leave and Flexibility:** Promoting equitable use of benefits to further reduce barriers for all employees.
- **Building Awareness:** Conducting training to address unconscious bias and embed equity principles in decision-making processes.

Executive Leadership Support

By maintaining transparency, engaging employees, and focusing on continuous improvement, we are dedicated to building a workplace that reflects fairness and equality for everyone.

As strongly supported by our board and leadership in previous years, we remain united in supporting gender equality and ensuring it is integrated into our strategic goals for the future. We firmly believe that creating a diverse and inclusive workplace is not only beneficial for our employees, but also drives innovation, productivity, and organisational success.