

## 2025 WGEA Public Statement

# Employer Statement on Gender Pay Gap pitt&sherry (Operations) Pty. Ltd and Building Surveying Services

**Pitt & Sherry  
(Operations) Pty Ltd**  
ABN 67 140 184 309

Phone 1300 748 874  
info@pittsh.com.au  
pittsh.com.au

### Located nationally —

Melbourne  
Sydney  
Brisbane  
Hobart  
Launceston  
Newcastle  
Devonport

pitt&sherry 'corporate group' includes pitt&sherry (Operations) Pty. Ltd as well as our subsidiary 'Building Surveying Services.' Under the current legislation, we have a legal obligation to report our median gender pay gaps for the period 1 April 2024 to 31 March 2024 within both our businesses. As these entities operate separately and serve different markets, we are reporting the gender pay gap data separately. This statement relates specifically to information for the corporate group.

Within our corporate group 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 corporate group is 19.3% (average) and 24.6% (median). While this highlights areas for improvement, it also provides a clear roadmap for us to focus our efforts on closing the gap.

The overall gender pay gap for total remuneration in 'Building Surveying Services' is higher than that of our parent company, pitt&sherry (Operations) primarily due to the nature of our industry, which has a higher proportion of male employees in specialised and senior roles. While we acknowledge this industry-wide trend, we remain committed to promoting gender diversity, equitable remuneration, and opportunities for career progression for all employees. We continue to implement initiatives to attract, retain, and develop female talent within our workforce.

## 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.
- **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.