

WGEA Public Statement – Pitt & Sherry (Operations) Pty Ltd

Employer Statement on Gender Pay Gap, Pitt & Sherry (Operations) Pty Ltd

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Pitt & Sherry (Operations) Pty Ltd (“pitt&sherry”) is committed to fostering a fair, inclusive and equitable workplace that reflects the diversity of our people, our clients and the communities in which we operate. As part of this commitment, we regularly review our gender pay gap and implement targeted actions to support improved gender equity outcomes across the organisation.

In accordance with our obligations under the *Workplace Gender Equality Act 2012 (Cth)*, we have submitted our 2024–25 Gender Equality Reporting to the Workplace Gender Equality Agency (WGEA).



Gender Pay Gap – Context and Results

For the 2024–25 reporting period, pitt&sherry’s overall gender pay gap for total remuneration is 21.0% (average) and 23.4% (median). This represents a change from the prior year, where the average gender pay gap was 17.4% and the median was 23.4%.

While our median gender pay gap has remained stable, the increase in the average gap reflects changes in workforce composition and remuneration distribution during the reporting period. In particular, men continue to be more highly represented in senior, specialist and higher-paid technical roles, while women are more concentrated in lower and middle pay quartiles. This pattern is consistent with broader trends across engineering and professional services sectors, which have historically been male-dominated.

We recognise that, while progress has been made in recent years, there is more work to do to sustainably improve gender representation at senior levels and, in turn, reduce our gender pay gap over time.

Drivers of the Gender Pay Gap

The primary drivers of pitt&sherry’s gender pay gap are structural rather than the result of unequal pay for equivalent work. These drivers include:

- Under-representation of women in senior leadership and higher-paid technical roles
- Historical workforce composition shaped by industry-wide gender imbalances

Addressing these structural drivers requires sustained, long-term action focused on attraction, retention and progression of women across all levels of the organisation.

Actions and Progress

Over the past year, pitt&sherry has continued to strengthen its approach to gender equity through the following actions:

Pay Equity and Remuneration Governance

We undertook detailed pay equity analyses to identify any remuneration disparities and implemented corrective adjustments where appropriate. Promotion decisions have been clearly separated from equity and remuneration reviews, strengthening transparency and rigour in our remuneration framework.

Leadership and Talent Progression

We continued initiatives aimed at increasing female representation in leadership and succession pipelines. In 2024–25, women represented approximately 24% of managers and 25% of Head of Business and Key Management Personnel roles. An accelerated leadership development program was introduced to support internal talent progression, with both female and male participants in the inaugural cohort.

Flexible Work Practices

Flexible work remains embedded within pitt&sherry's culture and leadership expectations. We continue to support a range of flexible working arrangements to enable employees to balance professional and personal commitments, recognising the importance of flexibility in supporting retention and long-term career sustainability.

These commitments support the attraction and retention of women (with our current workforce split being 31%) and positions pitt&sherry to develop and progress female talent in the coming years.

Work & Life Blend – Employee Experience Insights

Our 2025 employee engagement survey highlighted strong outcomes for women in relation to work and life blend. Women reported an overall favourable score of 85%. Women reported particularly strong support in relation to flexible working arrangements (96% favourable) and the ability to arrange time away from work when needed (92% favourable).

Commitment and Future Focus

Looking ahead, pitt&sherry is committed to driving measurable and sustainable improvements in gender equity. Our focus areas include:

- Strengthening internal pipelines to increase female representation in senior and technical roles;
- Setting clear expectations for equitable promotion, development and succession planning;
- Continuing to normalise flexible work and equitable parental leave uptake; and
- Building leadership capability to manage workload, capacity and wellbeing effectively.

By maintaining transparency, engaging our people, and taking a continuous improvement approach, pitt&sherry remains committed to creating a workplace where all employees have equitable opportunities to contribute, progress and succeed. Our Board and executive leadership continue to strongly support gender equality as a core pitt&sherry priority, recognising its importance to our people, our culture and our long-term success.