



Gender Pay Gap

Board Report

Sample Organisation · WGEA 2026 Reporting Period

Executive Summary

The gender pay gap is narrowing — but remains structural

HEADLINE PAY GAP

24.3%

down **2.4 ppt** from 26.7%

Men earn on average A\$45,441 more than women. Women are 34% of the workforce.

Where we stand

24.3% total gender pay gap; women hold 34% of roles vs a 50/50 benchmark.

How we've moved

Gap fell from 26.7% to 24.3% year-on-year — new hires were the largest lever.

How we rank

Pay gap runs 27.5% below the industry benchmark on EvenIndex.

What drives it

~57% representation, ~22% seniority, ~21% like-for-like pay. Market effect: 0%.

Key Metrics Snapshot

Current position — WGEA 2026

Pay Gap

24.3%

+A\$45,441 absolute gap

Effective Pay Gap

24.3%

0% market driver

Female Representation

34%

vs 50/50 benchmark (-16%)

Workforce

508

174 women · 334 men

Average Salary by Gender

Men



A\$187K

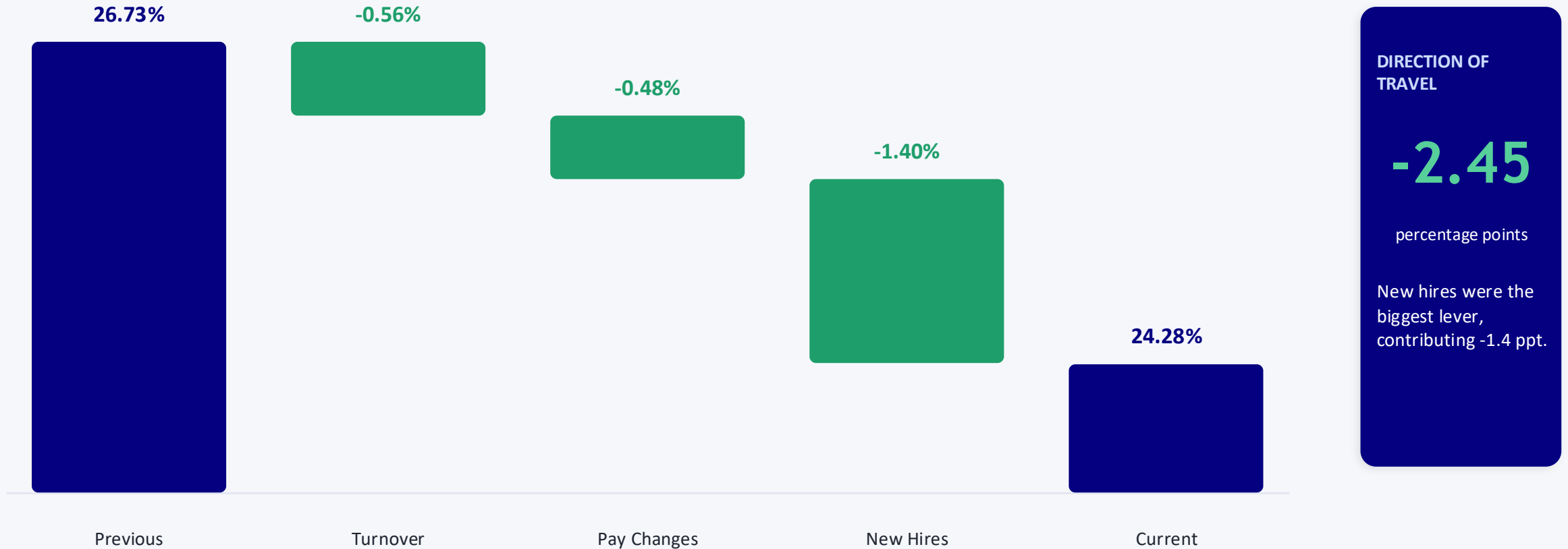
Women



A\$142K

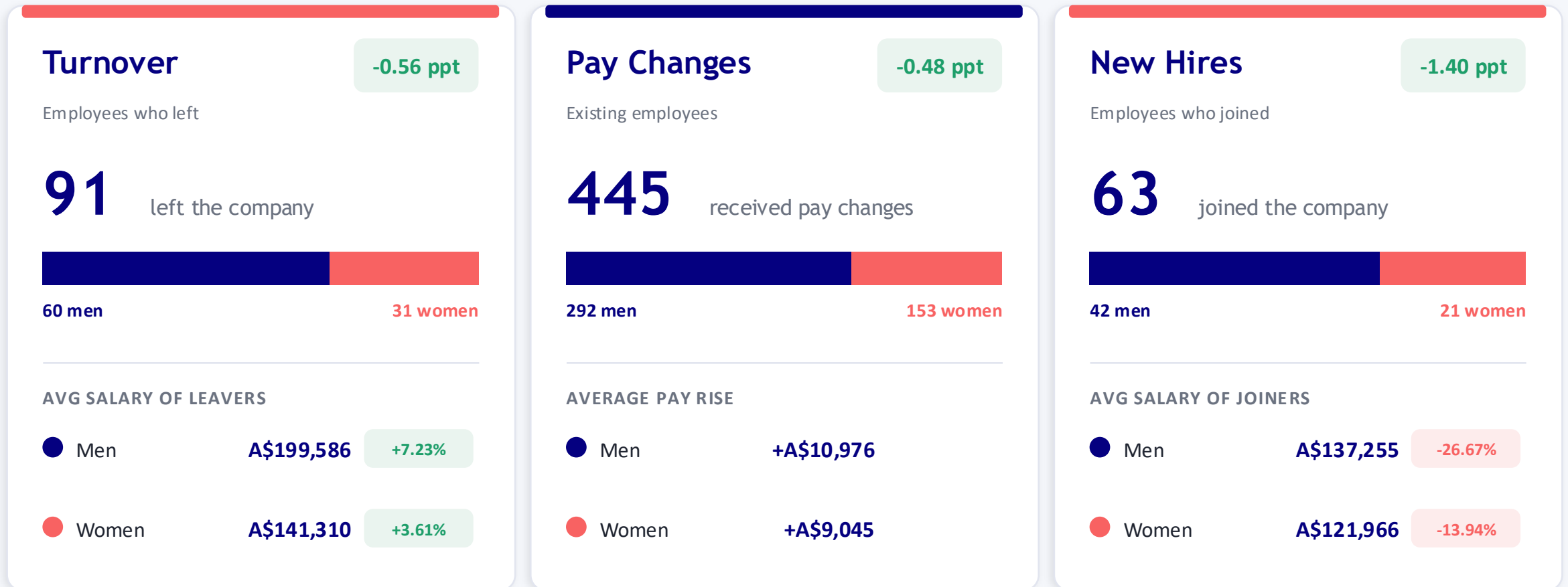
Year-on-Year Comparison

Gap narrowed from 26.7% to 24.3% — what moved it



What Moved the Gap – In Detail

Headcount and pay changes by gender behind the YoY movement



New hires joined well below average salaries and pay rises slightly favoured women — together these narrowed the gap by 2.4 ppt.

Benchmarking – EvenIndex (Using Public WGEA Data)

Performance vs peer group

Our Pay Gap

2.9%

vs 4.0% benchmark

vs Benchmark

-1.1 ppt

27.5% below benchmark

Female Participation

35%

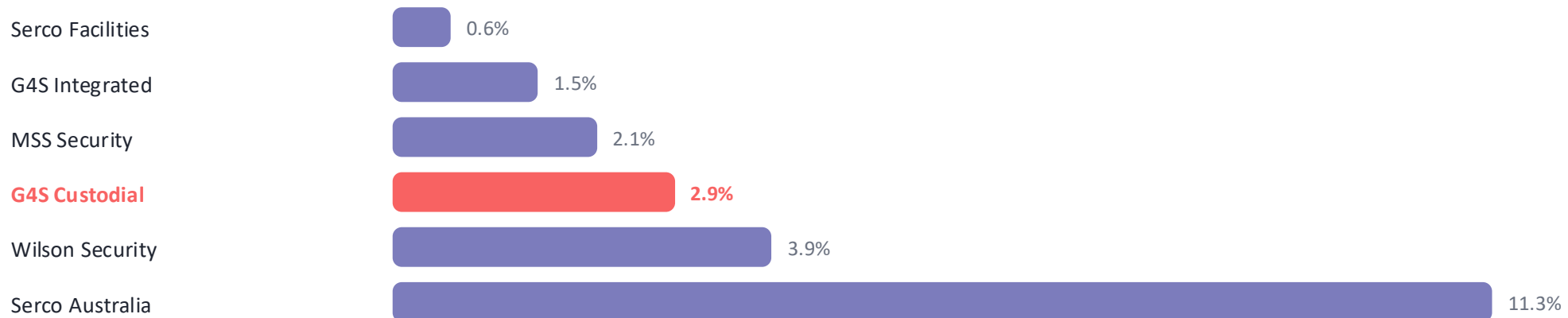
vs 33% benchmark (+2 ppt)

Peer Rank

#4 of 6

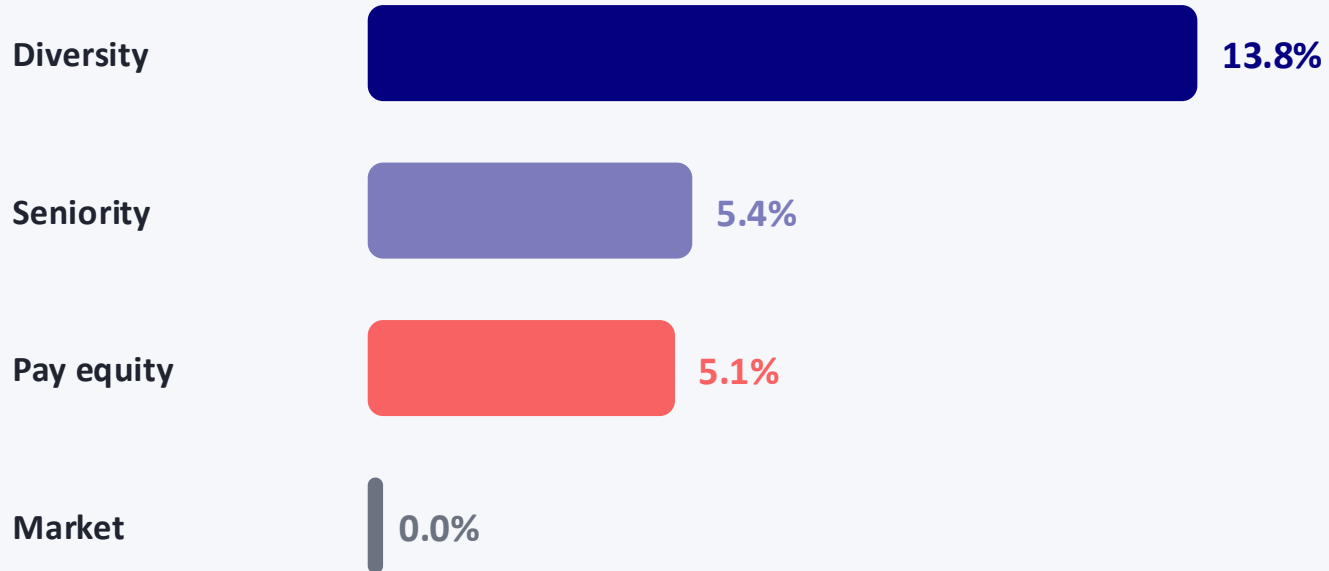
by pay gap

Pay Gap by Peer (lower is better)



What Drives the Gap

Structural — representation and seniority, not unequal pay



Contribution to the 24.3% gap

Like-for-like pay is broadly equal — fix representation and progression, not pay rates.

Occupational hotspots

Managers	+14.6 ppt
Clerical & Admin	+13.3 ppt
Professionals	+1.0 ppt
Labourers	-0.2 ppt
Machinery Operators	-0.5 ppt
Technicians & Trades	-3.9 ppt

Appendix

Definitions, sources & methodology

Gender Pay Gap

Difference between average male and female total remuneration, expressed as % of male pay. Mean/total basis unless stated.

Effective Pay Gap

Pay gap after adjusting for the market driver (external pay benchmarks).

Pay Quartiles

Workforce split into four equal pay bands (Q-\$ lowest to Q-\$\$\$\$ highest); female share shown per band.

Drivers

Market (external pay), Diversity (composition), Seniority (level/tenure), Pay equity (like-for-like).

About this Report

Produced with **EvenBetter.ai**

www.evenbetter.ai

AI-driven pay analytics — automating WGEA compliance and closing the gender pay gap with accurate, data-led decisions.

Underlying data: WGEA 2025–26. Draft — sample data.