

Gender Pay Gap Statement

Overview

At Labourforce Group, we strive to be a leading provider of equitable and specialized supply chain talent solutions. Our ambition drives us to take continuous action toward achieving fair and inclusive outcomes. We aim to create a diverse workplace that truly represents the clients, talents, and communities we serve.

Addressing the Gender Pay Gap

Over the past few years, we have focused on understanding and closing our Gender Pay Gap. By involving our senior leadership and management teams, we have increased awareness of existing disparities and implemented proactive measures to address them. Addressing the gender pay gap is a complex challenge that requires a multifaceted approach, and we are dedicated to implementing effective strategies to overcome it.

Measuring the Gender Pay Gap.

The gender pay gap describes the difference between the average earnings of men and women. It is not a measure of gender pay equality or equal pay, which reflect the extent to which men and women are paid the same for performing the same or comparable work. Unequal pay is only one factor that may influence the gender pay gap.

Gender pay gap measures reflect various social and economic factors affecting the earnings and earning capacity of men and women, such as paid hours worked, occupation, industry, pay-setting methods, educational attainment, working arrangements, discrimination and many other factors.

There are other labour market measures where a gender gap exists including participation in paid work and hours worked.

There are many approaches to measuring the gender pay gap, and many factors that influence it, so no single measure can provide a complete picture. Instead, a range of measures should be considered together to understand the comparative earnings of men and women.

Calculating the Gap.

Gender pay gap measures are presented as a percentage. They can be derived from our earnings data sources by subtracting female earnings from male earnings, dividing the result by male earnings, and then multiplying by 100.

$$\frac{\text{Male earnings} - \text{Female earnings}}{\text{Male earnings}} \times 100 = \text{Gender pay gap (\%)}$$

Labourforce Group Gender Pay Gap

For Labourforce Group, the gender pay gap for FY 2023-2024 was 42.5% for the overall ANZ business, but interestingly -83.6% for the operational team across all states.

Underlying Causes of Labourforce Group's Gender Pay Gap

Under the law, men and women must receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

Labourforce Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment, or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other characteristic.

To ensure fairness, we:

- Carry out pay and benefits reviews at regular intervals;
- Provide equal pay training for all managers and other staff members involved in pay reviews;
- Evaluate job roles and pay grades as necessary to ensure a fair structure.

Labourforce Group is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, it is the result of the roles in which men and women work within the organisation and the salaries these roles attract. The higher proportion of women in our operational workforce (over 70%), more women working part-time, and fewer women in leadership positions have all contributed to the overall pay gap as per the WGEA methodology.

Performance-Based Pay and Its Impact

As a recruitment business, performance-based pay also impacts overall earnings and contributes to the gender pay gap. Approximately 35% of Labourforce Group's workforce (sales and managers) hold roles that involve commission or bonus structures, rewarding people based on their performance. Employees who generate higher sales earn more commission regardless of their gender. Any gender pay gap in sales roles can be attributed to variations in performance, not discrimination based on gender.

Ongoing commitment

While Labourforce Group does not make pay decisions based on gender, understanding our overall gender pay gap highlights broader societal issues regarding gender equality. This is why we are committed to addressing these issues.

Labourforce Group remains dedicated to making our workplace as inclusive as possible. Gender Pay Gap reporting and data analysis bring transparency and focus to the different experiences of men and women in our organisation. We will use this insight, coupled with our new data reporting capabilities, to inform our workforce and practices and make changes that will have a lasting impact on our colleagues.

We aim not only to make our company a better place to work but also to use our position as an ANZ recruitment leader to drive a greater and lasting impact for our clients, candidates, and communities.