Gender pay gap analysis

Key issues to consider

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<th>Can your CEO objectively justify gaps in pay due to gender?</th>
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<td>There is an increased public scrutiny and awareness of gender pay issues</td>
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<td>Do you understand your workforce composition?</td>
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<td>Headline pay gap figures can be misleading</td>
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<td>WGEA reporting shines a light on gender pay differences – both fixed and variable</td>
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Why do a gender pay gap analysis?

**Why now?**
- Increased scrutiny with WGEA reporting requirements and publication of WGEA reports
- WGEA campaigns like “It’s in your hands” and Male Champions of Change initiatives focus attention on gender equality
- ASX Corporate Governance principles require measurable objectives.

**Why us?**
- We have a unique multi-disciplinary team of gender pay experts, reward and modelling specialists, assurance and diversity & inclusion specialists
- PwC are able to undertake a confidential gender pay gap analysis for you; advise on the potential issues; and work with you to develop a gender pay action plan as part of a broader gender equality strategy.

**What are the benefits?**
- Detailed analysis can shine the light on areas of improvement
- Demonstrate commitment to equality and diversity, and meet one of the requirements to become an Employer of Choice for Gender Equality
- Gain valuable insights on reward spend.

**What are the risks of not doing one?**
- Impact on employee engagement, talent and attraction
- Reputational damage and negative publicity
- Failure to address gender inequality on pay.

What we do

Our unique team of specialists in diversity and inclusion, employment law, remuneration and reward, modelling and assurance. We can work with you to provide confirmation that the process is rigorous and able to be signed off by your CEO to meet WGE Act reporting requirements.

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<th>Scope and Data gathering</th>
<th>Analysis and review</th>
<th>Reporting and recommendations</th>
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**Scope and Data gathering**
- work with you to agree the scope of the review
- collate data on your employee population, including:
  - **Personal**: Gender, Age, Ethnicity, Disability
  - **Remuneration**: Salary, Benefits, Bonus
  - **Performance rating**
  - **Role**: band, grade, regional/business unit attributes, position, time in role, full/part time
  - **Policy and contractual documentation**

**Analysis and review**
- analyse any gender pay gap across your organisation, providing results narrowed by functions, business units and regions
- assess the impact of the demographic of the organisation on pay
- consider the potential objective justifications for any pay gap, such as performance, time in role and regional differences and assess their impact so that you can understand any real areas of risk
- identify any potentially high risk areas
- review and assess how your pay policies and processes compare with good practice.

**Reporting and recommendations**
- prepare a comprehensive report providing insight and analysis on the data, reporting on the potential justifications and identifying the high risk areas
- work with you to develop a bespoke action plan to address the issues identified to minimise both commercial and legal issues
- place your gender pay gap analysis in a broader plan of gender equality, and diversity and inclusion.

“A country’s national competitiveness is largely defined by its workforce so it makes no sense, especially for a country with Australia’s small population, to limit or constrain the contribution of over 50 percent of its people. Just as in business, we need to attract the best talent and retain the best talent so there is no room for gender bias in remuneration and performance management decisions. I call on all business leaders to commit to eliminating gender bias – it’s just good business.”

Pip Marlow, Managing Director, Microsoft Australia
Sample analysis

A general analysis of average male versus female pay is not particularly useful. More detailed analysis into the factors behind that are necessary.

PwC contacts

For a deeper conversation on any of the issues raised, please contact:

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Gender pay gap analysis

Our mission is to have every employer in Australia conduct a gender pay gap analysis. This ambitious goal will only happen if business leaders help us set new norms so that action on pay equity is recognised as standard business practice.

Workplace Gender Equality Agency “It’s in your hands” – pay ambassador campaign, August 2015.

PwC’s Diversity and Inclusion consulting offering draws on specialists from across our People and Organisation business in areas including:

- Performance and reward
- Employment tax and legal advice
- Diversity and Inclusion consulting
- Change
- Mobility
- Talent and Leadership.

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