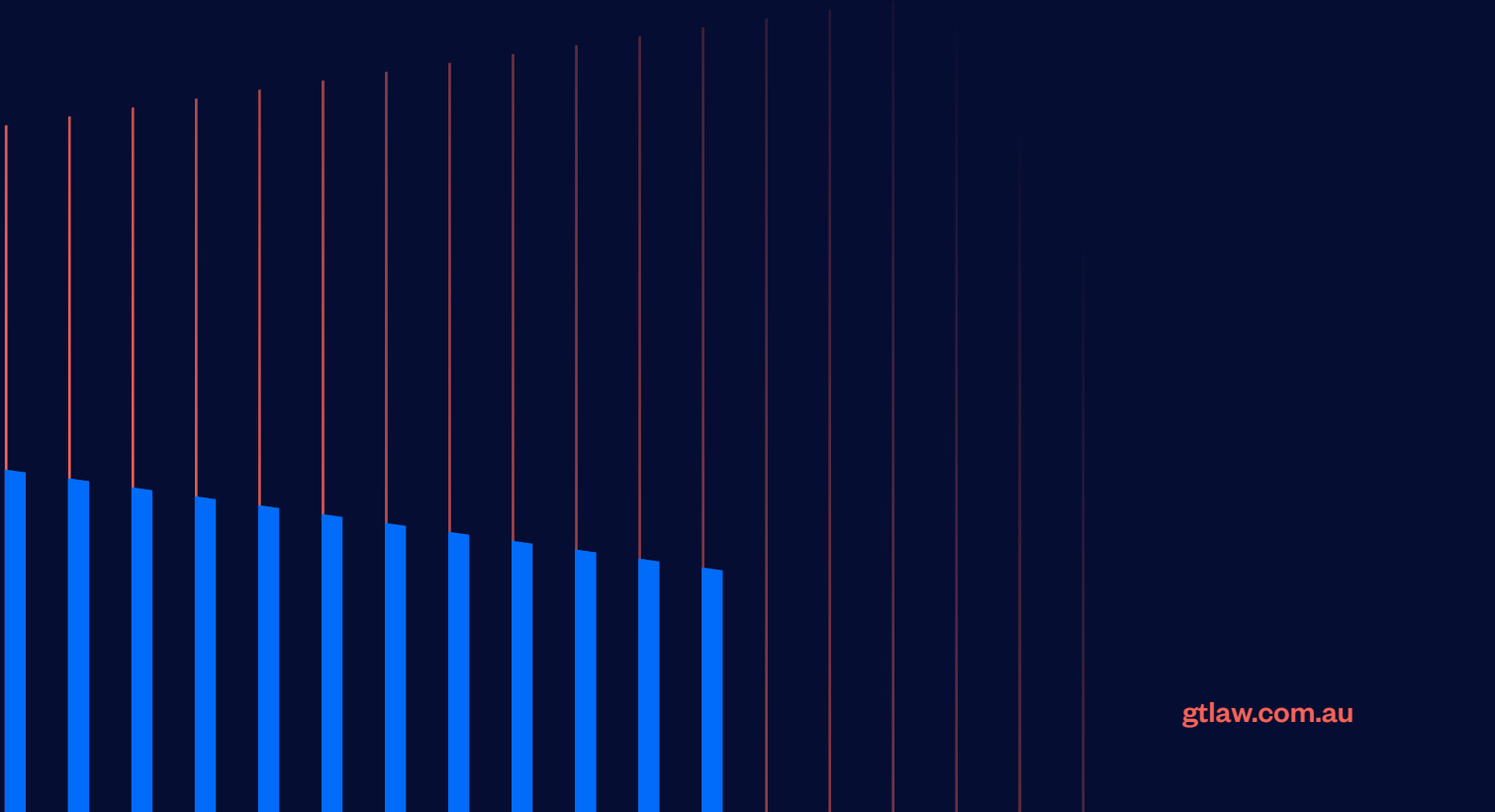


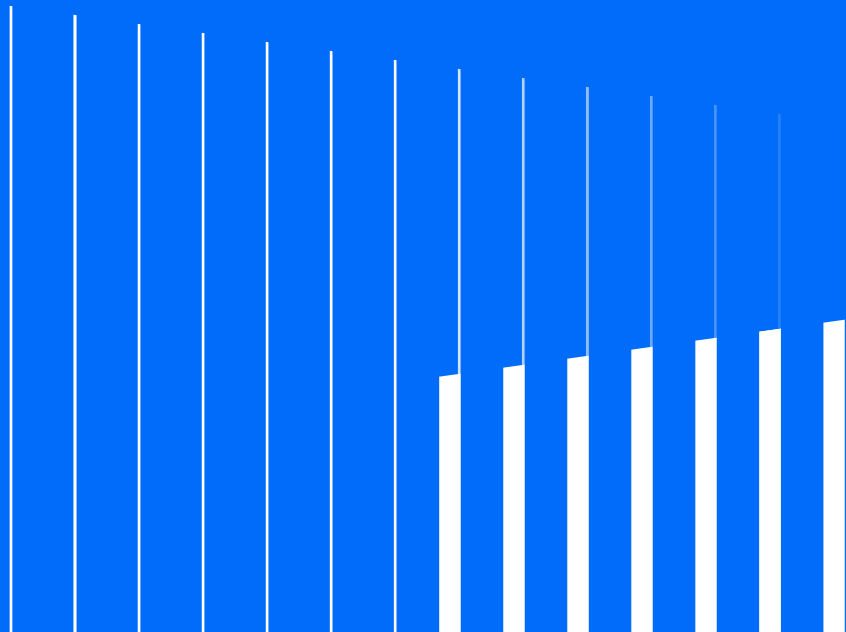


# Gender pay gap employer statement



At G+T, we firmly believe that gender equality and pay equity are essential for fostering innovation, attracting talent and delivering exceptional results.

Our commitment to gender equality is reflected in initiatives like the WGEA Employer of Choice for Gender Equality citation. We ensure pay equity across like-for-like roles by conducting thorough and unbiased annual performance and remuneration reviews. By addressing the gender pay gap and advocating for equal opportunities, we strive to create a workplace where everyone has the opportunity to thrive.





## Our commitment to gender equality

- In 2023, we successfully reached our goal of having 40% women partners, and we are now working towards achieving 45% women partners by 2027, with a longer-term goal of gender parity.
- We actively track and support women in our talent pipeline. In 2024, 70% of our promotions to partnership and special counsel were women.
- 61% of our workforce are women; 57% of our lawyers are women.
- We provide gender-neutral parental leave (26 weeks of paid leave), superannuation on unpaid parental leave and support for working parents through best practice initiatives.
- We are a silver sponsor of Diverse Women in Law and were selected to be part of Diversity Council Australia's inaugural RISE project which focusses on the support and development of culturally and racially marginalised (CARM) women.
- Our focus on intersectionality is integral to our diversity efforts, with a dedicated Diversity Council led by partners, which brings together initiatives and ideas from our various diversity focus streams – Gender, Cultural and Social Inclusion, Disability and Accessibility, LGBTQ+ and First Nations.

## Pay parity for like roles

At G+T, we are dedicated to achieving gender pay equity for like-for-like roles through a rigorous annual performance and remuneration review process. We carefully assess performance review ratings to ensure we do not have any bias in like-for-like performance. We review remuneration and bonus recommendations across practice groups, office locations, the firm, working patterns and across genders to ensure fairness. Calibration reviews are conducted at the practice group, people leader and board meetings to ensure fairness and equity across these metrics.

40%

Women partners achieved in 2023.

70%

Of the promotions to partnership and special counsel in 2024 were women.

61%

Of our total workforce are women.

57%

Of our lawyers are women.

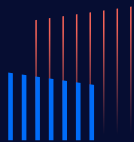
26

Weeks of gender-neutral paid parental leave, with superannuation on unpaid leave and support for working parents.

5

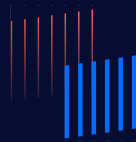
Dedicated focus streams within the G+T Diversity Council.

# G+T's gender pay gap and benchmark comparison



## Consolidated Entity (Corporate Group)

Average total remuneration gender pay gap of 8.5%, with a median total remuneration gender pay gap of 13.5%.



## Lawyers Entity (GT)

Average total remuneration gender pay gap of 0.9%, compared to the Legal Services Benchmark (500 – 999 employees) at 10.6%.



## Operations Entity (GTCO)

A larger gender pay gap due to the diverse roles within this group, including IT, Innovation, Marketing, Finance, HR and Administration.

Pay Gap Data	Corporate Group GT, GTCO and GTPS	GT Lawyers	GTCO Support and Operations	Legal Services Benchmark 500 – 999 employees
Average total remuneration	8.5%	0.9%	23.7%	10.6%
Median total remuneration	13.5%	5.4%	29.7%	9.1%
Average base salary	7.5%	-0.6%	23.9%	9.8%
Median base salary	11.4%	2.9%	29.7%	6.1%



While a gender pay gap exists at G+T, our results compare favourably to the WGEA national average total remuneration gender pay gap of 21.8% and median total remuneration gender pay gap of 18.3%.

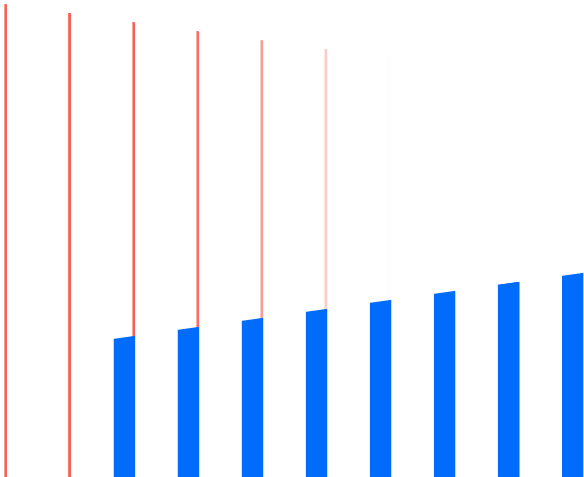
## Why has our gender pay gap increased?

While we maintain pay parity for like-for-like roles, we do have some areas where one gender predominates. For example, administration roles tend to be lower-paid and are predominantly held by women, while roles in IT and innovation are higher-paid and more likely to be occupied by men.

## What are we doing to close our gender pay gap?

- We are committed to increasing gender balance in traditionally gendered roles. We are implementing a new Applicant Tracking System that will enable us to monitor and report on gender during the recruitment process.
- Our job advertisements are being revised to ensure the language is more inclusive, and we are promoting gender-diverse interview panels.
- We continue to offer workplace flexibility, including hybrid working, flexible hours of work, part-time work, unpaid leave, time-in-lieu, and carer's leave for all our people.

At G+T we are unwavering in our focus on gender equality and fair and equitable remuneration for all our people in like roles.





This publication is for information purposes only and does not constitute legal advice. If you want legal advice, you must seek specific advice tailored to your circumstances and you should not rely on this publication as a substitute for obtaining legal advice. The content is general information only, and it should be viewed as current at the time of first publication. © Gilbert + Tobin 2025.