



GENDER PAY GAP EMPLOYER STATEMENT



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Gilbert + Tobin (G+T) values and is dedicated to inclusion. We are committed to providing and maintaining a diverse and inclusive environment with a culture that fosters and celebrates difference. We believe that being diverse and inclusive improves innovation, attracts talent, delivers better results for clients and our people, and enables us to live our values.

G+T IS FOCUSED ON GENDER EQUALITY

- + We were a founding signatory to the Law Council's Gender Equitable Briefing Policy.
- + We have successfully achieved the WGEA Employer of Choice for Gender Equality citation since 2014.
- + In 2023, we achieved our goal of having 40% women partners and have now set our sights on achieving 45% women partners by 2027, with a longer-term goal of gender parity.
- + We proactively monitor and support women in our talent pipeline. In 2023, 75% of our promotions to partnership were women.
- + 61% of our workforce are women; 57% of our lawyers are women.
- + We provide gender neutral parental leave entitlements (26 weeks of paid leave), superannuation on unpaid parental leave and support for working parents through best practice initiatives. We are pleased to be achieving real progress in the number of men taking up parental leave.
- + In 2016, we launched our national Women's Circle program and have worked with clients to support the development of their senior women leaders.
- + We are a Gold sponsor of Diverse Women in Law and were selected to be part of Diversity Council Australia's inaugural RISE project for culturally and racially marginalised (CARM) women.
- + We are focusing more on intersectionality and have a Diversity Council headed by our Executive Partner which brings together initiatives and ideas from our various diversity focus streams – Gender, Cultural + Social Inclusion, Disability + Accessibility, LGBTQ+ and Indigenous/First Nations.
- + We have also been focusing on increasing the number of men in administrative or operational roles to improve the gender balance as well as improve the overall gender pay gap which is skewed due to the number of women in these roles.

PAY PARITY FOR LIKE ROLES

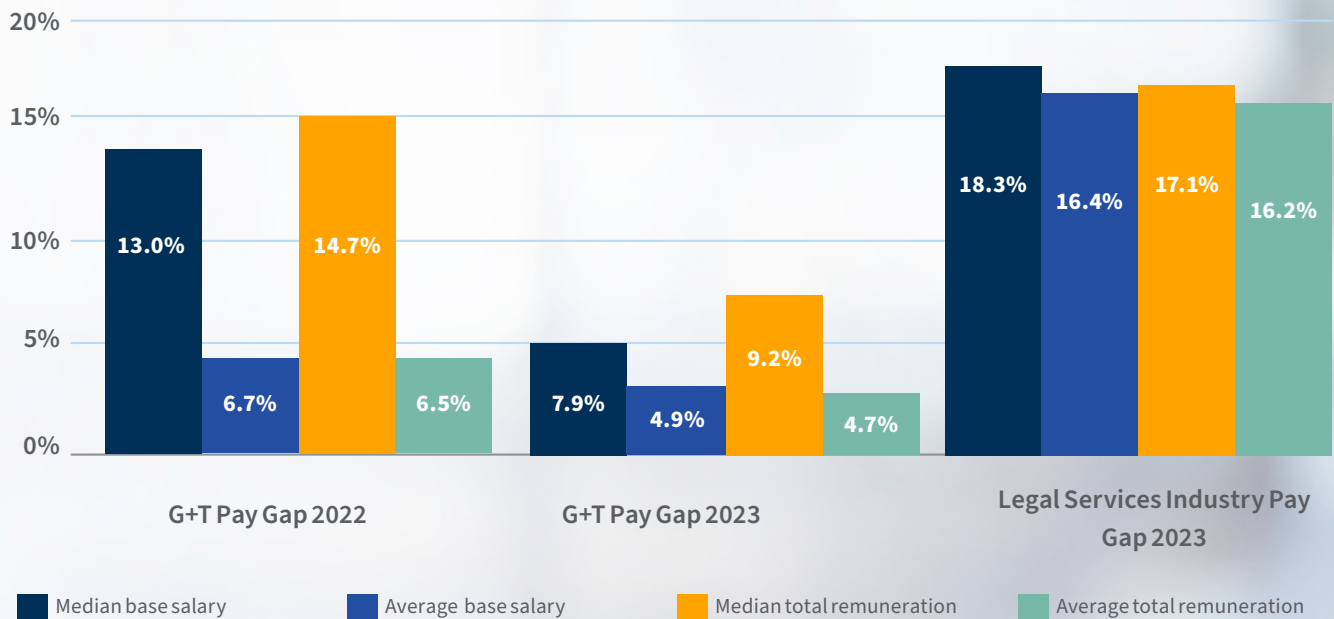
G+T is focused on ensuring we achieve gender pay equity for like roles and we achieve this by following a thorough annual performance and remuneration review process. We review performance review ratings to ensure we do not have any bias in like-for-like performance reviews. We review remuneration outcomes and bonus recommendations across practice groups, across the firm and across genders. Calibration reviews occur at Practice Group, People Leader and Board meetings to ensure fairness and equity across a number of metrics including gender.



G+T'S GENDER PAY GAP OVER TIME + HOW WE COMPARE TO THE LEGAL SERVICES INDUSTRY

- + Our average pay gap for 2023, based on total remuneration, is 4.7% (and the median pay gap is 9.2%).
- + Although we have a positive pay gap indicating men are paid more on average than women at G+T, this result compares favourably to the Legal Services Industry, which has an average total pay gap of 16.2% and a median total pay gap of 17.1%.
- + G+T's results also compare favourably to the WGEA national pay gap of 21.7%.
- + Our pay gap has seen an improvement overall compared to previous years however we still have work to do to close the gender pay gap at G+T.

G+T pay gap year-on-year and legal services industry comparison (500-999 employees)



CLOSING THE GAP

The main factor driving G+T's gender pay gap is the higher proportion of women versus men in administrative or operational roles. In 2021, we had 8% men in clerical and administrative roles and set a target of reaching 10% by 2023. We surpassed this target with 11% men occupying these roles in 2023.

We will continue to focus on increasing the number of men in these roles including working with our internal and external recruiters to include men in the short and long lists of candidates.

G+T's gender neutral parental leave policy also supports our diversity strategy and includes:

- + 26 weeks paid leave which can be taken at half pay over 52 weeks. Leave can also be taken in up to two separate tranches of leave.
- + 24 months from the birth of the child (or placement in the case of adoption or surrogacy) to complete the leave.
- + Leave for IVF treatments / pregnancy loss.
- + Available for all G+T family arrangements including rainbow families, adoption and surrogacy placements.

G+T provides workplace flexibility including the availability of hybrid working, flexible hours of work, part-time work, unpaid leave, time-in-lieu, and carer's leave for all our people.

WHILE G+T HAS PAY PARITY FOR LIKE ROLES, WE UNDERSTAND THE IMPORTANCE OF ENSURING WE REMAIN FOCUSED ON CLOSING THE OVERALL GENDER PAY GAP.