

# Regis Gender Pay Gap

## 2022-23



Regis is a diverse workplace that welcomes and embraces the varied perspectives that our workforce provides in delivering care to our residents and clients.

We continue to build on our strong base to provide an environment where all voices are heard, respected and valued. This includes ensuring that all employees with similar skills, qualifications, experience and performance are paid equally for the same or comparable work, regardless of gender.

The gender pay gap is an average figure and is not a reflection of the differences in pay between men and women in the same roles. The statistics are based on the earnings of all employees and include employees with differing working patterns and at all levels of seniority.

There is a favourable trend towards women in terms of earnings compared to men.



**80%** of the total workforce are **females**



**20%** of the total workforce are **males**



Women hold **50%** of Board seats.



Women hold **54%** of Executive leadership positions.



### Key Actions to address identified gaps and leverage our strengths

We are embedding Diversity and Inclusion principles in our end-to-end recruitment processes.

We are investing in our people systems to advance our ability to capture and report diversity metrics.

We are extending our performance management framework to allow for further analysis on potential gender impacts.

We are reviewing our policies to ensure they continue to support our diverse workforce.

We are applying a gender lens to the annual Talent Identification and Success Planning process.

We are progressing initiatives outlined in our Diversity and Inclusion Action Plan.

Regis is proud of our position in regards to gender pay equity. We are committed to building on our strong results to ensure gender equity in all its forms.