

# Regis Gender Pay Gap

## 2023-24



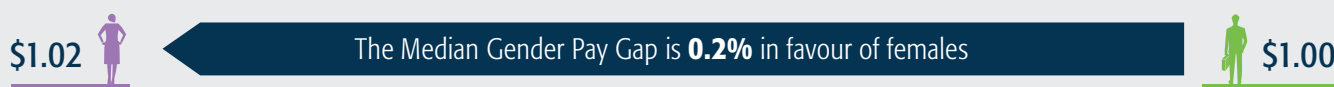
Regis nurtures an inclusive and safe environment that welcomes and embraces varied perspectives where everyone is heard, respected and valued.

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.

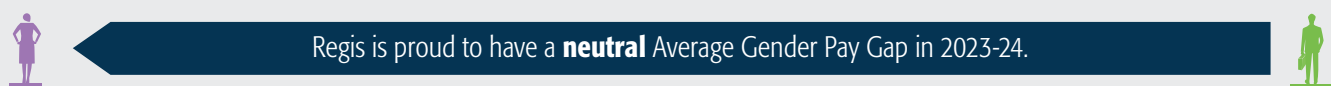
At an organisation level, we are extremely proud to have achieved pay parity and eliminated the gender pay gap.

However, there are still areas in our workforce that continue to need focus.

At Regis, our commitment to gender pay equity is intrinsically linked to our commitment to diversity and inclusion and we continue to support gender equity in all its forms.



The **Median Gender Pay Gap** is the difference between the median of what males are paid and the median of what females are paid, expressed as a percentage of the median male's earnings.



An average neutral gender pay gap, is a gender pay gap that is within -5% and +5%. This range is considered optimal by Workplace Gender Equality Agency (WGEA).



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



Females hold **50%** of Executive Leadership Team positions.



### Key actions to address gaps and leverage strengths.

- We consult with employees on issues concerning gender equality in the workplace through our annual Employee Engagement Survey.
- We adopt transparent remuneration practices. Our remuneration framework leverages industry data to match jobs and benchmark every role within Regis, ensuring each position is compensated in line with the market, thereby eliminating bias and subjectivity.
- We apply a gender lens to the annual Talent Identification and Success Planning processes.
- We quickly address any identified gender pay gaps and our new human resource information system enables more accurate and timely reporting.
- We introduced a Diversity and Inclusion Policy that promotes a safe, respectful and inclusive environment.
- We have improved our Paid Parental Leave Policy to increase the duration of paid parental leave, including superannuation, for all parents.
- We updated our Sexual Harassment Policy to further support the promotion of a safe, respectful, and inclusive workplace.