Gender Equality Report

February 2025



Whiddon's Commitment

We believe in a workplace where everyone feels they belong.

Whiddon firmly believes that every individual, regardless of gender, deserves equal opportunities, rights, and recognition in the workplace. This commitment is even further strengthened by our awareness that women represent more than 84.5% of our aged care workforce, and make up a higher proportion of our residents and clients.

Whiddon
Award-winning care

Our Gender Pay Gap

The **Gender Pay Gap** is the difference between average earnings between men and women in the workforce. Under the *Workplace Gender Equality (WGEA)*, methodology, which aims to promote and improve gender equality in the workplace, Whiddon's overall median total remuneration Gender Pay Gap (GPG) was **-0.6%***. This is compared to the industry average of 0%.

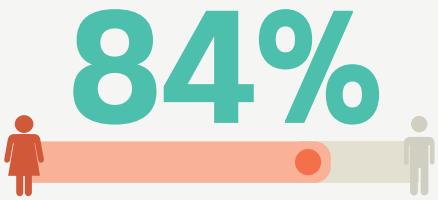
Our overall median base salary GPG was **0%** compared to the industry comparison of 0%.

The majority of Whiddon's employees pay rates are determined by the terms and conditions of our Enterprise Agreements. Where employees are not covered by Enterprise Agreements, we utilise market data to determine rates of pay.

*A negative pay gap means that the female employees are earning more than their male counterparts.

Our 2022-23 WGEA Reporting highlights

2,761 **Employees data in the report**



84% of our workforce are women compared to 81% within industry.

MEDIAN BASE SALARY GENDER PAY GAP



which is in line with the industry average of 0%

MEDIAN TOTAL REM GENDER PAY GAP

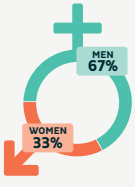


-0.6% compared to industry avg of 0%. Noting a - number means women are paid more than their male equivalents

7.5 out 10



75% KP are women so 7.5 out of 10. Compared to Industry average of 58% women, 42% males



Board Composition

Whiddon's current Board membership is made up of 6 men and 3 women

At Whiddon, we are aware of the need to stay informed and committed to gender equality. We demonstrate our commitment through:

- **Recruitment Processes** - we have a robust merit-based selection process, based position requirements, skills and experience.
- **Remuneration reviews** - we complete gender remuneration gap and market analysis, as well as ensuring we pay our people in-line with our Enterprise Agreements.
- **Development** - we are proud to offer secondment opportunities, scholarships, leadership programs and internal promotion pathways.
- **Equitable and fair policies** - we offer Flexible Work Arrangements and Parental Leave as well as ensuring a Diversity & Inclusion Lens on all new and existing policies.
- **Support** - we provide support and information for employees who are experiencing family and domestic violence and hardship
- A healthy workplace free from gender-based discrimination, sexual harassment and bullying.

Whiddon is committed to continually evolving and reviewing our approach to to ensure gender representation and pay equity. While we have strong initiatives in place, we know there is always more that can be done to improve.

We are proud of our strong representation of women at Whiddon and the true commitment we have as an organisation to diversity and inclusion across our workplace.



> Whiddon's overall median total remuneration Gender Pay Gap (GPG) was -0.6%.



Want to know more?

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