



WGEA Statement

2022-2023

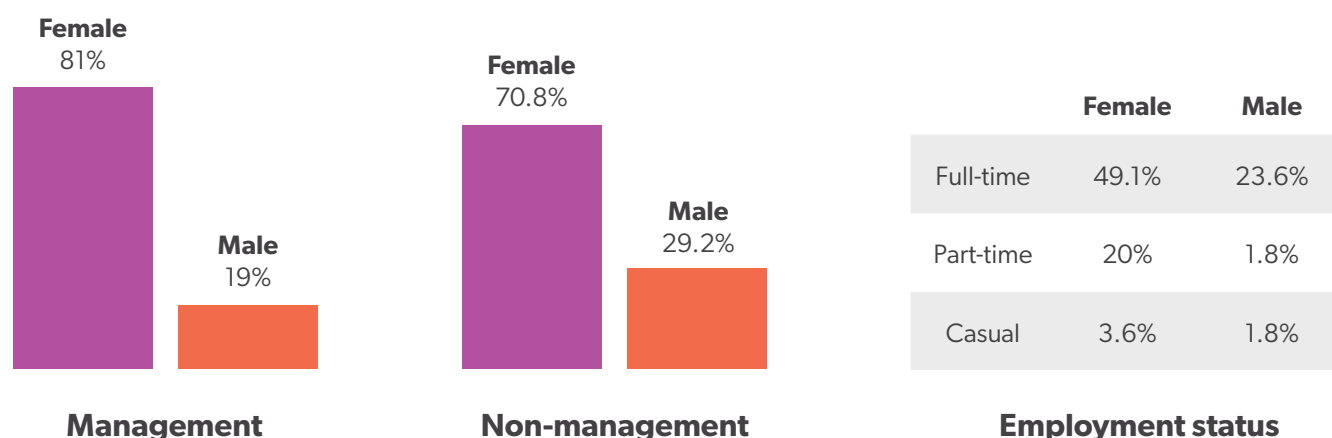
1. Our approach to gender equality

At CoAct, we believe in fostering an inclusive and equitable workplace where every team member is valued for their contributions, irrespective of gender.

We acknowledge the persistent issue of the gender pay gap in our society, and we are committed to actively addressing and eliminating any disparities that may exist within our organisation with a primary objective in mind - creating a gender equal environment for all CoAct employees.

CoAct’s workplace composition

Women are often underrepresented in leadership roles and overrepresented in lower-level roles.



We are excited to announce a significant and positive transformation in our workforce composition, with a notable increase in the representation of strong and talented women across all levels of our organisation. This positive shift extends to key leadership positions and our governing body, reflecting our commitment to fostering diversity, equality, and inclusivity.

The presence of female leaders not only brings a diversity of perspectives and skills but also contributes to a more dynamic and innovative work environment. We firmly believe that a workforce characterised by gender balance is a catalyst for success, empowering our organisation to thrive and adapt in today’s rapidly evolving landscape.

Our commitment

Pay Equity Review:

We regularly undertake a thorough review of our compensation structure to ensure that all employees, regardless of gender, are compensated fairly for their skills, experience, and contributions to the company.

Transparency:

We are committed to transparency in our compensation practices. As part of our ongoing efforts, we will communicate clearly about our pay scales, promotion criteria, and the factors that influence compensation decisions.

Equal Opportunities:

We are dedicated to providing equal opportunities for professional growth and development. Our promotions and advancement decisions will be based on merit, skills, and performance, with no regard to gender.

Education and Training:

We will provide education and training to all employees to raise awareness about gender equality and the impact of the gender pay gap. This includes training for our leadership team to ensure fair and unbiased decision-making.

Periodic Reviews:

We commit to conducting regular reviews of our pay practices to identify and rectify any potential gender pay gaps that may arise over time.

Support Networks:

We will establish support networks and resources to assist employees in navigating their careers within our organisation, irrespective of gender. This includes mentorship programs, leadership training, and networking opportunities.

Reporting Progress:

We understand that achieving gender equality is an ongoing process, and we are committed to providing regular updates on our progress in addressing the gender pay gap. This includes sharing information about our initiatives, improvements, and any challenges faced along the way.

Together, as a united team, we can contribute to building a workplace that upholds the principles of fairness, equality, and respect for all.

2. Our gender profile

We recognise that our current gender pay gap exceeds current industry comparisons, and we view this as a call to action rather than a reflection of our values.

This acknowledgment is the first step toward meaningful change, demonstrating our commitment to transparency and accountability. Our organisation is actively engaged in comprehensive reviews of our compensation structures, policies, and workplace culture to identify and rectify any disparities. By openly addressing this challenge, we are reaffirming our dedication to fostering an inclusive, diverse, and equitable workplace where every team member is valued and compensated fairly for their contributions. We understand the significance of this issue, and we are steadfast in our commitment to closing the gender pay gap and creating a workplace that exemplifies the highest standards of equality.

CoAct's total remuneration GPG is -5.7%, pleasingly closer to target 0% than the industry comparison of 23%.

	CoAct	Industry Comparison
Average (mean) total remuneration	-5.7%	23%
Median total remuneration	-13.8%	16.6%
Average (mean) base salary	-5.5%	22.9%
Median base salary	-13.8%	15.2%

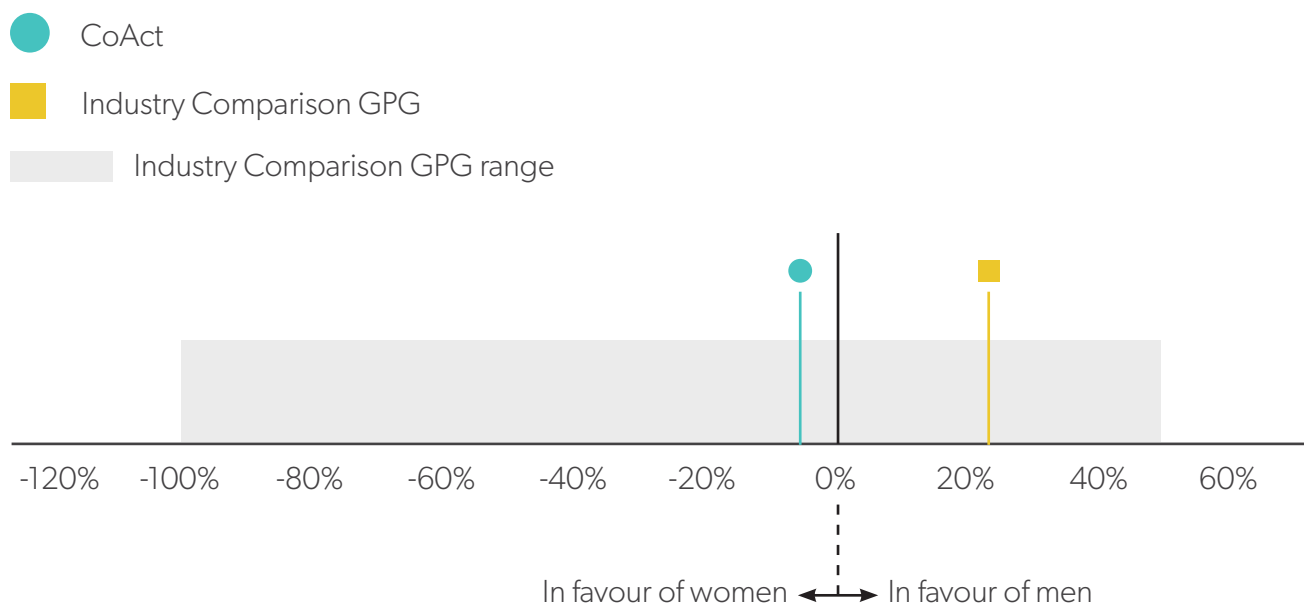
Note:

- Part-time/casuals/part-year employees are annualised to full-time equivalent
- The 2022-23 gender pay gap calculation does not include voluntary salary data submitted for CEO, Head of businesses(es), Overseas managers and Casual managers. It also excludes employees who did not receive any payment during the reporting period.
- Employees identified as non-binary are excluded while the Agency establishes the baseline level for this new information.

* A positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men

Your GPG relative to other employers

The chart below shows the average and the range of CoAct’s gender pay gap compared to Industry Comparison Group.



CoAct has surpassed industry trends concerning gender segregation in various industry sectors, occupations, and management categories. Our commitment to reducing gender disparity has yielded positive outcomes, contributing significantly to bridging gaps within these critical areas.

By actively working towards a more balanced representation, we not only challenge industry norms but also address a key driver behind the gender pay gap. This accomplishment reinforces our dedication to fostering an inclusive and equitable workplace, where diverse talents thrive, setting a positive example for the broader business community. We aspire to removing the gender pay gap in favour of men or women with ongoing strategies to achieve Goal Zero.

Gender composition by role

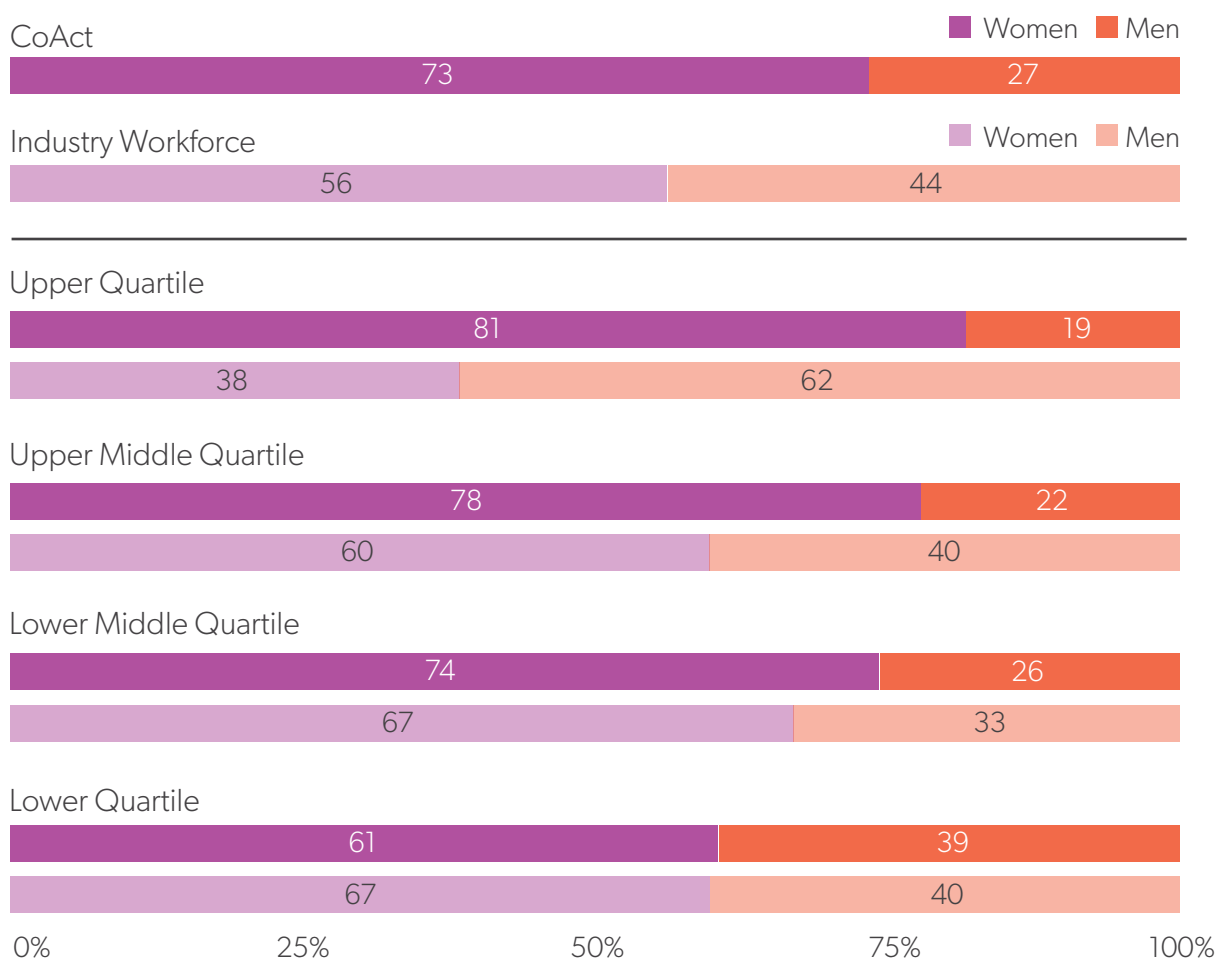
The following table shows the proportion of women and men in CoAct by manager/non-manager role compared to Industry Comparison Group.

	CoAct		Industry Comparison Group	
	Women	Men	Women	Men
Key Management Personnel (KMPs)	75%	25%	48%	52%
Managers	81%	19%	52%	48%
Non-managers	71%	29%	56%	44%

Gender composition by pay quartile

The chart below divides CoAct’s workforce into four equal quartiles of employees by total remuneration full-time equivalent pay. The number in each pay quartile represents the proportion of employees of each gender. CoAct’s workforce is shown in the top bar, with darker shading. The Industry Comparison Group gender composition for each quartile is shown in the second bar with lighter shading.

A disproportionate concentration of men in the upper quartiles and/or women in the lower quartiles can drive a positive gender pay gap.



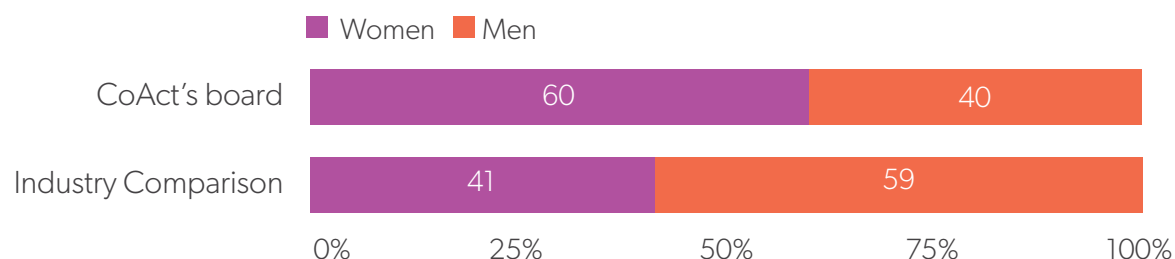
Through deliberate efforts to promote diversity and inclusivity, **our board now reflects a robust gender composition**, with talented and accomplished executives contributing to strategic decision-making processes.

This achievement not only aligns with our commitment to gender equality but also underscores the invaluable contributions of women in leadership roles. The diverse perspectives brought by our female board members enrich our governance, fostering a more dynamic and forward-thinking organisational culture.

Gender composition of governing bodies

A more balanced gender composition of a governing body has been shown to have broader effects on workplace gender equality outcomes and improved company performance.

The following chart shows the gender split of all members of CoAct’s board(s) or governing body(ies) (Chair and Members) compared to Industry Comparison Group.



Note: This represents the aggregate composition of all of CoAct’s governing bodies. This represents the aggregate composition of all CoAct’s unique governing bodies. The industry comparison group draws on all the unique governing bodies in the comparison group.

Through dedicated efforts, **we have successfully increased the representation of both men and women across various roles**, fostering a more inclusive and equitable work environment. Our commitment to diversity goes beyond this milestone, as we remain steadfast in our approach to continuing recruitment, training, and promotion initiatives aimed at cultivating a gender-diverse workforce.

By prioritising these efforts, we not only strengthen our organisation’s foundation but also recognize the inherent value that a diverse team brings to innovation, collaboration, and overall success. We are resolute in our commitment to creating a workplace where everyone, regardless of gender, has equal opportunities to thrive and contribute their unique talents.

Employee growth and promotion by gender

CoAct reported an overall growth in employee numbers for the reporting period.

Growth

Female managers	▲	1	Male managers	▶	0
Female non-managers	▲	18	Male non-managers	▲	8

Promotion

Female managers	7	Male managers	1
Female non-managers	3	Male non-managers	1