

Gender Pay Gap Statement

At Skillinvest we aim to ensure that all staff are rewarded fairly for their work. All staff have equal access to opportunities, professional development and remuneration regardless of their gender. Skillinvest's goal is to invest in and retain our employees, whilst creating a diverse workforce that is inclusive of all cultures, genders and ethnic backgrounds. Aligned with our values of being Progressive - "We are leaders through innovation and empowerment" - and acting with Integrity - "We do what we say".

The Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023 requires the Workplace Gender Equality Agency (WGEA) to publish employer gender pay gaps from early 2024. The gender pay gap is an average figure and does not relate to equal pay for men and women performing the same job. Skillinvest pays men and women equally or of comparable value for the same work performed. Gender pay gaps are not a comparison of like roles being paid differently due to gender. The gender pay gap shows the difference between the average pay of women and men across the organisation and includes differing working patterns at all levels within Skillinvest.

Skillinvest's Gender Pay Gap report does not involve publishing individual employee data. Anonymised data was provided to WGEA from a snapshot of Skillinvest's HR and payroll records on a particular date. This was provided to WGEA for reporting purposes and generating the relevant data points. Skillinvest's Gender Pay Gap is 14.9% which is well below the industry comparison group of 23%.

The following information assists to explain Skillinvest's gender pay gap.

- A higher proportion of part time workers are women.
- Requests for part time work are accommodated where possible. These workers are predominantly women.
- Requests for flexible working arrangements and reduced hours are predominantly made by women.
- Administrative and clerical roles are predominantly women. These roles are generally paid lower than other roles within the organisation.
- Leadership roles have a close proportion of men and women, however some of these roles undertaken by women are part time.

Skillinvest commits to the following actions to help close the gap:

- We support professional development across all genders and levels of the organisation through in house and external training and development.
- We support requests for flexible working arrangements where operationally possible.
- We support full time and part time working arrangements for all genders.
- We remunerate staff according to Skillinvest's Enterprise Agreement pay scales based on expertise, knowledge and experience.
- Senior management role remuneration is based on the level of responsibility, skills and expertise.
- We have policies in place that support flexible working arrangements, paid and unpaid parental leave, salary progression and recruitment.

- Our recruitment processes are fair and equitable and aim to ensure that the most suitable candidates based on their skills, knowledge and expertise are recruited.
- Recruitment is fair and transparent, where the same questions are asked of all candidates and responses are graded based on the selection criteria.
- We regularly review our policies and procedures on recruitment and employment to ensure they are equitable, follow best practice and compliance.