

## 2023-2024 Gender Pay Gap Statement

Skillinvest aims to ensure that all staff are remunerated fairly for their work. 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 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. Salaries are determined by salary bands within the Skillinvest Enterprise Agreement. 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.

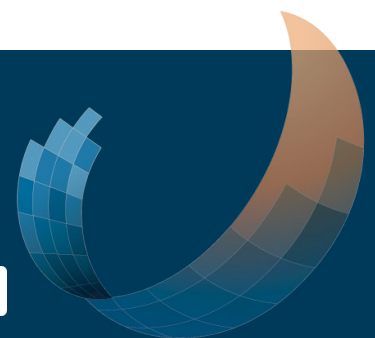
Data was provided to WGEA from a snapshot of Skillinvest's HR and payroll records on a particular date. This was provided to WGEA for reporting purposes and generating the relevant data points. Skillinvest's Gender Pay Gap is 19.2%. The WGEA total remuneration average gender pay gap is 21.8%

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

- A higher proportion of part time workers are women.
- A higher proportion of administrative and accounts officer positions are held by women. These roles are paid lower than other roles within the organisation.
- 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.
- Certain job groups attract more males. This is driven by industry where male workers are more prominent.
- 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 encourage all genders to apply for all Skillinvest roles. Roles and promotions are offered based on skills, knowledge and experience. Recruitment processes are fair and transparent.



- We support professional development across all genders and levels of the organisation through in house and external training and development opportunities.
- 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.
- We have policies in place that support flexible working arrangements, paid and unpaid parental leave, salary progression and recruitment.
- Regular pay audits are conducted to ensure salaries are determined without bias and salary levels are transparent.
- 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 foster an inclusive workplace where different cultures and diversity is valued.
- We regularly review our policies and procedures on recruitment and employment to ensure they are equitable, follow best practice and compliance.