

# **GENDER PAY GAP STATEMENT**

2023-2024 Reporting Period

**It is our mission to help people find fulfilling jobs and companies build happy, productive teams.**

**As a business we are committed to creating an increasingly inclusive and equitable workplace environment.**

**Inclusion has always been at the heart of our culture and a core value with gender equality serving as a vital component.**

**Starting with leadership, we want to drive a long-term shift, fostering an environment where everyone can connect, thrive and grow.**

At Robert Half Australia Pty Ltd ("Robert Half"), our employees embody our core values of integrity, inclusion, innovation and commitment to success. These principles are deeply ingrained in our culture and guide everything we do – for our people, our customers and the communities where we live and work. As a business, we strive to nurture a culture that recognises and addresses inequity, creating an environment where all employees can connect, thrive, and grow. This commitment prompts us to consistently evolve, supporting women by empowering their career growth and attracting and retaining diverse female talent through clear pathways for progression. This, in turn, enhances the overall workplace experience for everyone.

Our inclusive work culture aims to ensure every employee, irrespective of their identity, feels supported and respected. By fostering a strong sense of belonging, we are able to create an environment where previously unheard voices are amplified and mutual respect and trust can thrive.

Gender pay gap reporting is an invaluable tool for achieving fairness and promoting inclusion within the organisation. It enables us to evaluate the effectiveness of our programs and identify areas for improvement.

It's important to distinguish between equal pay and the gender pay gap. Equal pay focuses on individual comparisons between men and women performing the same job or different work of equal or comparable value. In comparison, the gender pay gap represents the difference in average remuneration between men and women. We are committed to implementing initiatives that establish and promote practices to improve pay equity.

Our remuneration strategy is designed to attract, engage, and retain top talent in recruitment and corporate services. We benchmark our roles against industry standards and offer a fully transparent, performance-based compensation package.

While our data for the reporting period shows positive progress, we recognise there is still more to be done. We understand that valued and engaged employees perform better, benefiting themselves and the company. By focusing on these areas, developing and enhancing our inclusion programs, and leveraging all available data and feedback, we believe we can achieve even greater results in 2025.

## Gender Pay Gap

In the reporting period of 2024 (data as of March 31, 2024), our total workforce exhibited a gender split of 55% female and 45% male. As a recruitment firm, our disclosed gender pay gap includes permanent employees and those engaged in casual assignments with our clients. Focusing solely on the Robert Half permanent employee group, the gender split was 51% women and 48% men.

An analysis of the median base and total remuneration pay gap showed a noticeable imbalance. While there was a 1.6% increase over the past year, this change was primarily due to a reduction in the size of our temporary workforce, which influenced the results.

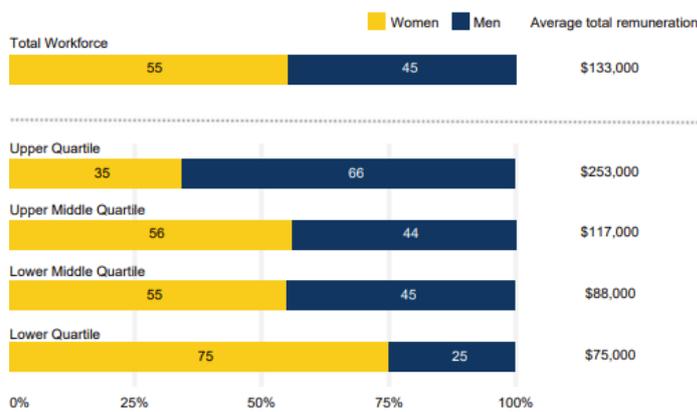
Focusing on the Robert Half permanent employee group, when we analysed the data separately, we saw an improvement to our gender pay gaps across each category, which indicates a positive trajectory in addressing the imbalances.

The alignment of the median total remuneration pay gap with the median base pay gap reflects the higher proportion of males in our senior recruitment positions. In these senior recruitment roles, bonuses are calculated based on revenue earned. In contrast, our corporate and administration support employees operate under distinct bonus plans tied to individual and company performance.

## Pay Quartiles

In the reporting period of 2024, 60% of all appointments – encompassing new hires and promotions, including those into management positions were awarded to female employees. Our primary focus for the permanent employee population continues to be on narrowing the gap within our senior leadership cohort, acknowledging the elevated ratio of men in the upper pay quartiles.

Given the structure of our business, which involves placing a significant number of casual workers on assignment with our clients, we understand this dynamic impacts our average total remuneration. This awareness underscores our commitment to addressing and understanding the nuances that contribute to the overall remuneration landscape within our organisation.



## Inclusion of our Casual Workforce

Robert Half engages in placing casual workers with clients on temporary assignments. We actively provide support to our clients in identifying talent and placing these workers in these temporary assignments. The pay rates paid to our casual workforce are determined by our clients; however Robert Half ensures that the rates paid to our casual workers comply with local laws and any applicable underlying industrial instruments. This practice significantly influences the reporting distribution across our base pay and total remuneration, given the blended model of permanent employee and casual employees inherent in our operations. Recognising this model is crucial to understanding the nuances of our remuneration reporting and the varied factors that contribute to the overall compensation structure.

## Our Inclusion Strategy

Fostering a gender-inclusive workplace goes beyond ensuring pay equity. Taking affirmative steps to enhance our company's inclusivity for female talent is just one facet of our broader initiative to cultivate a more diverse workforce. Robert Half is committed to treating all our employees fairly and equitably. Our organisational journey toward greater inclusivity is an ongoing commitment that requires sustained efforts through programs that positively impact individuals from all backgrounds. Our dedication to narrowing the gender pay gap is an integral part of our comprehensive DEI (Diversity, Equity & Inclusion) strategy. This strategy reflects a steadfast, long-term commitment to establishing an equitable, diverse, and inclusive workplace centering around three pillars: attraction, retention and the development and advancement of our employees. This commitment aligns with our core values of integrity, inclusion, innovation and commitment to success. Additionally, within our programming, we have implemented various initiatives designed to empower our employees, and ensure their professional development is characterised by equity.

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