

# Gender Pay Gap Report **2022/23**

JobAdder

# Belonging at JobAdder

At JobAdder, we champion a vibrant culture that celebrates inclusivity and values diversity. We take pride in nurturing a workplace where every individual feels empowered to reach their full potential and contribute to our collective growth.

Embracing diversity is a strategic advantage in terms of driving innovation and performance. More importantly, we believe it is a social responsibility to create a workplace where everyone can thrive.

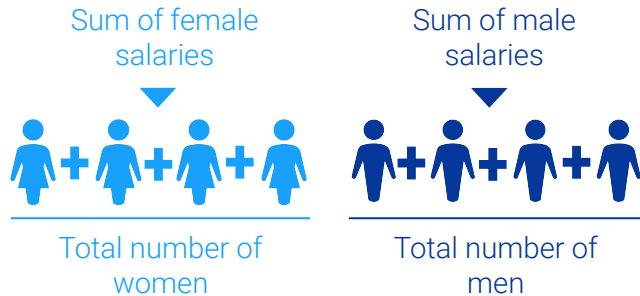
It is simply the right thing to do.

In compliance with the Women's Gender Equality Agency (WGEA) legislation, our gender pay gap report adheres to the mandate requiring businesses with a workforce exceeding 100 employees to annually submit comprehensive gender-based salary data.

This report presents a detailed snapshot of the total remuneration for employees at JobAdder during the period from April 1, 2022, to March 31, 2023.

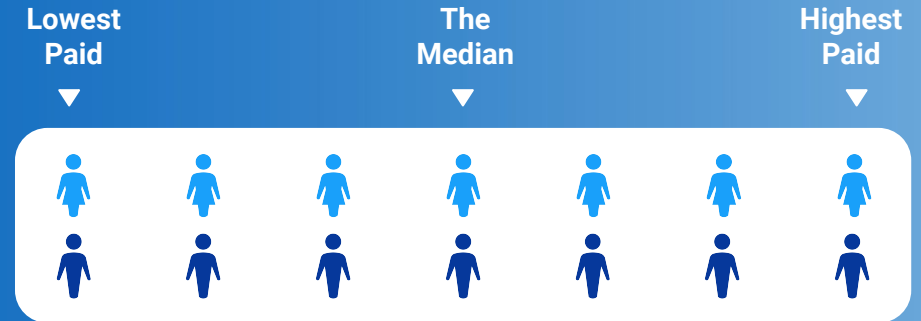
# The mean (average) gender pay gap

Calculates the total remuneration for females and divides this number by the total number of female employees in the business. The same process is replicated for males. The mean gender pay gap is essentially the difference between the average salaries of males and females.



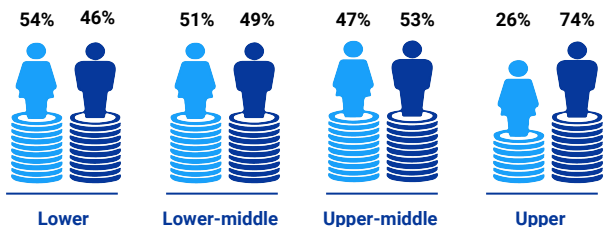
# The median (middle) gender pay gap

Is calculated by arranging the salaries of all male and female employees from lowest to highest. The salary that falls in the middle of the female group and the salary that falls in the middle of the male group are identified. The median pay gap is the difference between these two middle salaries.



# JobAdder's Results

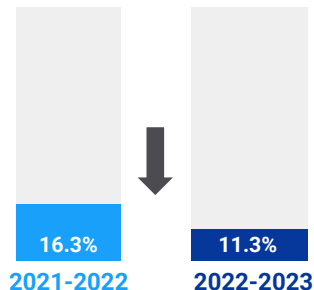
## Composition of men and women in each pay quartile



JobAdder has **increased the number of women in the upper-middle quartile by 10 percentage points**, moving up from 37% in 2021/22 to 47% in 2022/23. We recognise our **greatest area for improvement is in the upper-quartile.**

JobAdders **Executive Leadership team presents a balanced composition, with a ratio of 55% (5) male to 45% (4) female**, strengthened by the recent appointments of a female Chief Growth Officer and Chief Technology Officer. **This reflects JobAdder's solid commitment to promoting gender diversity in leadership from the Executive level.**

## Median total remuneration pay gap



Over the past year\*, we have seen a **reduction in the median total remuneration gender pay gap of 5 percentage points** (from 16.3% to 11.3%)

Our technology and product functions make up 45% of our workforce and reflect the wider challenge of female under-representation in technical roles. This is something we are seeking to address through our ongoing recruitment and talent development practices

\*Period represents March '22 to April '23 vs. prior comparative period

# JobAdder's Progress Plan

## Progress so far

- **Extended paid parental leave from 2 weeks to 6 weeks for secondary caregivers** ensuring our employees are better supported during this critical moment in their life
- **12 weeks of pay for primary caregivers** which includes the **continuation of super contributions during unpaid parental leave** for up to 12 months. This initiative aims to lessen the gap in retirement savings caused by taking time off from paid work for caregiving responsibilities
- **Flexible working options which include fully remote** working options, which cater to the diverse needs of our employees
- Created employee resource groups (ERGs) which are made up of representatives across JobAdder which has been instrumental in fostering a more inclusive environment
- We've matured and **evolved our total rewards programs**. This includes **establishing salary ranges based on market salary data to guide unbiased pay decisions**, coupled with conducting **quarterly pay equity analysis**
- To demonstrate our dedication to transparency, **we openly share our gender pay gap with employees** by internally publishing our Diversity, Equity, and Inclusion (DE&I) report. This report not only details our existing programs but also outlines our planned future initiatives

## Our commitment to diversity, equity and inclusion

- We are **evaluating our recruitment practices** to not only enhance diversity in our candidate pipeline but also to **rigorously ensure that our selection process is free from bias**. This approach aims to cultivate a diverse workforce
- At JobAdder, we are **actively reviewing and refining our growth and development opportunities**. Our focused goal is to **create clear, accessible pathways for women** within our organisation to obtain higher-paid positions
- We are dedicated to **driving deeper engagement and participation in our employee resource groups (ERGs)**. By fostering an environment where these groups thrive, we not only enhance the work experience for our current team members but also signal to prospective employees the value we place on diverse voices and inclusive practices. This initiative is a cornerstone in our ongoing efforts to build a supportive and dynamic workplace culture at JobAdder.

# For more information Contact **Us!**

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