



## Gender Pay Gap Employer Statement

Auto & General has a long history of promoting and fostering an inclusive culture.

In 2013 we developed our 'Inclusive Culture Story', endorsed by the Senior Executive Team, which defined key positioning statements, attributes and cultural symbols that describe our inclusive culture. This includes visible and meaningful diversity across all levels within the business, mirroring the diversity in our communities and across our customer base. We know through experience that different ideas, perspectives and backgrounds create a stronger and more innovative work environment, delivering better results for our customers.

Women make up 55.9 per cent of our workforce of approximately 2,306 employees across our Australian Auto & General and Compare the Market businesses. We've conducted a thorough review of our gender pay gap reporting and can see that the gender pay gap differential is concentrated largely in senior leadership roles. As context, across our businesses there are a lower proportion of females in senior leadership roles and a higher proportion in non-managerial roles, including a large proportion covered by our Enterprise Agreement which sets out agreed rates of pay.

We're focused on strengthening our senior female leadership pipelines and have introduced targeted programs to support this. We've also made significant progress with the gender balance of our governing bodies in recent years, which is now higher than the industry comparison.

We acknowledge that the published median total remuneration and median base salaries have a higher pay gap than the industry comparison, but note that our average (mean) total remuneration and average (mean) base salary each have smaller gender pay gaps than the industry comparison group (6.7 per cent and 7.9 per cent less gap respectively). In all role categories, Auto & General also has an average gender pay gap closer to zero than the average for the industry group.

Auto & General continues to support our employees through policies, programs and organisational settings focused on fostering and developing our inclusive culture, but we acknowledge that there's still more to be done. We remain committed to addressing the gender pay gap and achieving workplace gender equality.