

Gender Pay Gap Employer Statement

Esri Australia is committed to providing secure, engaging employment opportunities in an environment of integrity, excellence, respect and passion. We have made significant progress on codesigning a compelling work environment and the reduction we have seen in turnover, from 29% at 31 March 2022, to a forecasted 11.6% at 31 March 2024, is evidence of this.

This statement gives context to our gender pay gap results as published by the Workplace Gender Equality Agency (WGEA).

Gender pay gap vs Equal pay

The gender pay gap is not to be confused with equal pay – which refers to women and men being paid the same salary for the same job. The gender pay gap, as defined by WGEA, is the difference in average earnings between men and women and is calculated by averaging the cumulative annual salaries of females versus males within an organisation. Esri Australia is committed to equal pay and has recently conducted a salary benchmarking exercise, which has enhanced our data driven salary decisions, including ensuring the same salary for the same job.

Esri Australia’s workforce gender composition (by employment status) is aligned with the industry, comprising of 31% women and 69% males in full-time employment. However, when analysing this by role, Esri Australia is above the industry benchmark, with women making up 45% of managerial positions and 50% Key Management Personnel (vs. 30% and 28% respectively, in industry comparison) – as per the below table.

	Esri Australia		Industry Comparison Group	
	Women	Men	Women	Men
Key Management Personnel	50%	50%	28%	72%
Managers	45%	55%	30%	70%
Non-Managers	28%	72%	33%	67%

Closing the gap

As reported, Esri Australia’s current (median) total remuneration gender pay gap is 15.4% - 0.8% greater than the industry comparison of 14.6%. However, it should be noted that the gap has significantly reduced from the previous two years where it was at 22.9%.

When looking at the gender composition by pay quartile, we see that there is a disproportionate concentration of men in the upper quartiles – which can drive a positive gender pay gap. While this may in part be attributed to the slightly higher proportion of men in managerial positions compared to women, we also believe this is fuelled by the higher proportion of men in non-manager roles, in particular sales and senior professional roles.

To support the progress made in recent years, and to continue our efforts in closing this gap, it is important to acknowledge the proactive initiatives that Esri Australia has implemented, including:

- Esri Australia’s Science and Education Program – where an interest in STEM is encouraged and promoted in schools and universities.

- Salary bench-marking exercise – roles were benchmarked against industry comparisons and aligned accordingly regardless of gender, noting that expertise, knowledge and skills of the individual is also considered. This supports equal pay.
- Esri Australia’s Human Resources Codesign Reference Group – the purpose of this Group is to collaborate and co-design key HR initiatives that positively impact our work environment, with representatives involved from across the business. As part of this, Esri Australia’s EVP is currently being reviewed with the intention of removing barriers to women joining our workforce.
- Pulse survey – Esri Australia runs a quarterly pulse survey to gather ongoing feedback to assist in the co-design of our work environment. This includes topics such as work life harmony, happiness at work, growth opportunities and recognition.

Esri Australia is an equal employment opportunity employer where above all, decisions regarding recruitment and promotions are based on individual performance, merit, and ability.

We are confident that Esri Australia will continue to provide a compelling work environment where all employees are supported.