

# AARNET WORKPLACE GENDER EQUALITY AGENCY (WGEA) 2022-23 REPORT STATEMENT

27 February 2024

As an employer AARNet is committed to diversity and providing equal opportunities to all our employees and potential employees.

AARNet's average current gender pay gap for total remuneration for the 2022-23 reporting period is 14.1% (with a median of 15.0%). We are pleased with the substantial progress we have made, especially when compared to the Industry Comparison Group average of 23.7% for the same period.

AARNet is determined to close the gender pay gap and we remain vigilant in our efforts to do so.

We recognise that our workforce is predominantly male and that many of the specialised technical skills in our workforce are performed by men. As a result, women are also underrepresented in technical management and leadership positions. These are significant factors influencing our results.

Our goal as an organisation is to continue to foster a fair and inclusive work environment and increase the diversity of our technical teams, management and leadership.

Strategies we are currently implementing encompass culture, policies, education and training, and recruitment and hiring.

Our family-friendly policies include flexible working hours and generous parental leave to support working mothers. AARNet's world-leading leave entitlements include 24 weeks paid parental leave for primary carers, 16 weeks paid parental leave for the secondary carer, a welcome back to AARNet superannuation payment, 24 weeks paid adoption leave, 2 days women's wellness Leave per month (for symptoms of menstruation or menopause), and more.

We are rolling out work experience, intern, graduate and leadership development programs to help women build skills and advance in their careers at AARNet. We are committed to ensuring more women are represented at all levels of our organisation.

We have revised our recruitment and hiring practices to attract more women candidates. Actions include using genderneutral language in job postings and expanding our efforts to reach diverse talent pools.

AARNet will continue to maintain and develop policies that address work-life balance and family responsibilities to support and empower women in our workforce and attract them to our organisation.