

# Our commitment to gender equality

Reporting period: 1 April 2022 – 31 March 2023



At CareSuper, we are committed to fostering a workplace culture that values equality, inclusion, and diversity. This commitment is integral to our identity and essential for reflecting the diversity of our members and our communities.

A diverse and inclusive workplace allows our people to bring their authentic selves to work, facilitating optimal performance and better serving our members and stakeholders. This contributes to the overall success of the Fund and plays a role in promoting a more equal community.

Our commitment to gender equality is evident in our policies, practices, and organisational culture. From recruitment to leadership development, we prioritise transparency, equity, and fairness, aiming to create an environment where every individual feels valued and has equal opportunities for growth and advancement.

The data for this year demonstrates progress in narrowing the gender pay gap and we remain dedicated to cultivating a diverse workforce at every level. We believe that diversity builds strength, increases creativity, broadens our vision and capabilities and ultimately leads to better outcomes for our members.

## Our Gender Pay Gap

We recognise that the gender pay gap is a complex metric influenced by various factors. Our 2023 mean gender pay gap shows improvement year on year, standing at 6.8%, significantly lower than the Industry Comparison Group at 31.3%. This progress demonstrates that our actions continue to move us in the right direction.

## Our Actions

CareSuper is committed to continuing to take positive action to address the gender pay gap, building on our existing strengths. Our current Gender Equity Action Plan includes:

### Monitoring Gender Equity Targets

We commit to continuing to monitor gender representation closely at the Board, Executive, and Management levels. We have a 60/40 gender target including at Board and management levels.

### Recruitment Focus

We will continue to prioritise gender diversity in recruitment, ensuring a balanced representation at all organisational levels.

### Development Opportunities

Our commitment to staff development is reflected in the increased number of

promotions, acting appointments, and higher-duty opportunities offered over the past two years.

### Hybrid Work Model

We will maintain our hybrid work model, providing flexibility and opportunities for staff to manage work in alignment with personal preferences.

### Support for Part-Time Staff

We will specifically monitor and support part-time staff, ensuring they receive development opportunities.

### Support Career Development

Our ongoing commitment to support career development of our staff includes providing access to coaching that supports career development and builds confidence, particularly for women seeking opportunities.

We believe that these initiatives, combined with our ongoing commitment to diversity, will contribute to closing the gender pay gap and furthering our mission of creating a workplace where every individual can thrive.