

Gender pay gap statement

Spirit Super is committed to fostering a culture of inclusion and innovation where everyone is welcomed and valued for their contribution and experience. This includes creating a workplace where all genders have equal rights and representation across the broader business. Our overall goal is to accurately reflect and champion the varied perspectives of the many communities that make up Spirit Super's members and employees.

This is why we're pleased to see that our average total remuneration Gender Pay Gap is 13.6%. While this is a positive indicator, we recognise that there is still some work to do and we have a number of initiatives in place to support gender equality.

To continue our support of gender equality in the workplace, some of the initiatives that Spirit Super has in practice include:

- Competitive pay and conditions, including no debit/no credit personal leave after 18 months of service, additional annual leave and extra super contributions.
- Equal paid parental leave entitlements, including 16 weeks paid parental leave for all employees (with over 12 months service), paying superannuation on paid and unpaid parental leave, and offering fee-free insurance while on parental leave for those employees and members that have insurance with us.
- Encouraging a healthy work-life balance, offering flexible working arrangements from most locations in Australia including hybrid and working from home options.
- In terms of recruitment, we run all of our ads through an inclusive language tool, and utilise an external remuneration benchmarking tool for all salary recommendations.
- A leading health and wellbeing program.
- Comprehensive onboarding, induction, study support and training programs to empower our staff to succeed and grow.

At Spirit Super, we believe that equality needs to be embedded right across the organisation in order to achieve real change, not just at the salary level. We aim to inspire our people to keep growing and learning by committing to a supportive, flexible and values-driven environment that empowers our people to be their best. We place enormous value on developing our people. Of those staff invited to take part in both our High Potential and People Manager Capability programs in 2024, the majority were female. Of those staff identified in succession planning across the organisation, the majority of these staff are also female. These initiatives and our development and investment in these staff will likely see a shift in pay equity across our Senior Leadership team in time because these initiatives strengthen our talent pipeline.

Apart from providing a great work culture and environment, we believe that diversity builds strength, increases creativity, broadens our vision and capabilities and ultimately leads to better outcomes for our members.

