

Defence Health WGEA Employer Statement – for 2022/2023

Defence Health is proud of its inclusive and engaging culture. We actively promote diversity and inclusion across all facets of work, and we recognise that work is just one element of our people's lives.

We have been named an Employer of Choice for six years running in the Australian Business Awards.

We are a purpose driven, not-for-profit Private Health Insurance provider, all for the benefit of our members.

We have proudly maintained strong gender diversity on our Board, Executive Team and more generally across the organisation over many years.

- ▶ **Our Board:** Our Board gender mix for the 2022/2023 WGEA report was 44% female and 56% male. There has been further Board renewal since the last WGEA report, and the current gender mix sits at 66% female and 33% male.
- ▶ **Our Executive Team:** The gender mix reported for the Executive team in the 2022/2023 WGEA report was 56% female and 44% male. Since the 2022/2023 report, there has been some change to Executive Team members with the current gender mix being 60% female and 40% male.
- ▶ **Our Workforce:** We had an overall gender split of 57% females and 43% males at the time of reporting the 2022/2023 WGEA report. The gender split of our overall workforce currently sits at 54% female, 44% male and 2% other.

It is worth noting that within our corporate workforce, there are multiple one-off roles, given the relatively small size of our workforce. We have very strong gender pay parity where we have like-for-like roles. Our greatest gender pay gap exists in the Professional Category, where we have the greatest number of one-off roles. We continue to monitor this category.

We are very proud of the improvement in our gender pay gap from 2021/2022 to 2022/2023. Our 2022/2023 median gender pay gap of 5.3%, down from 11.1% in the 2021/2022 WGEA reporting year.

Whilst we are thrilled that we had the smallest gender pay gap for our Industry Comparator Group, we will continue to strive to further reduce our current gender pay gap, year-on-year.

Our remuneration strategy is based on fixed remuneration only. This means there is significantly less variance in total remuneration across all levels, given an individual's total remuneration package does not encompass a variable remuneration component. With more regular benchmarking of roles against the external market, we have the agility to address market movements as required. Annual remuneration reviews occur for all eligible employees and there is an overlay of gender balance applied to this process.

We are proud of the benefits we offer our employees that includes above industry paid parental leave, as well as paid superannuation and private health insurance coverage for the entire length of an employee's parental leave.

We also offer annual wellbeing days, hybrid ways of working, career development, generous leave provisions and fully funded private health insurance for all permanent employees.