

Defence Health WGEA Employer Statement 2024/2025

Defence Health is committed to creating a workplace where gender equality is embedded in our culture, leadership and everyday practices. We are proud of our long-standing history of strong female representation across our Board, Executive Team and broader workforce, and we remain focused on ensuring fair and equitable outcomes for all employees.

Our organisation is purpose-driven and people-centred, and we recognise that maintaining equity is an ongoing journey that requires transparency, data-driven decision making and continuous improvement. We have proudly maintained strong gender diversity on our Board, Executive Team and more generally across the organisation for many years.

Our Board: Our Board gender mix for the 2024/2025 WGEA report was 63% female, 37% male. Subsequent unforeseen changes to Board membership have resulted in a current composition of 71% female and 29% male.

Our Executive Team: The gender mix reported for the Executive team in the 2024/2025 WGEA report was 67% female and 33% male. Since then, there has been some change to the Executive Team members with the current gender mix being 50% female and 50% male.

Our Leadership Team: The gender mix reported for the leadership team in 2024/2025 WGEA report was 56% female and 44% male. Our current senior leadership team gender mix is 59% female, 41% male.

Our Workforce: We had an overall gender split of 57.4% Female, 42.3% male and 0.3% other at the time of reporting, and our gender split remains the same currently.

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 2023/2024 to 2024/2025. Our average total remuneration gender pay gap sits at 12.3%, reducing from 13.1% in the previous reporting period. Whilst we're thrilled that we had the smallest gender pay gap for our Industry Comparator Group, currently sitting at an average of 18.0% compared with Defence Health's 12.3% and 22.0% median, compared with Defence Health's 17.4%. We will continue to strive to further reduce our current gender pay gap, year-on-year.

Our remuneration strategy is based on fixed remuneration with opportunities for one off incentive payments to reward high performance beyond the annual remuneration cycle. 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. 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 provision and fully funded private health insurance for all permanent employees.