

26 February 2025

WentWest Employer Statement

WentWest is committed to working towards greater pay equity and gender diversity. In its first report to the Workplace Gender Equality Agency (WGEA), WentWest's baseline data indicates women make up the majority of WentWest's workforce and occupy positions across all pay quartiles and are proud that:

- More than half our Executive Leadership Team are women
- Our Board maintains gender balance with equal representation of both genders
- Women make up 61% of our people leaders
- 73% of promotions to managerial positions were awarded to women

The gender pay gap measures the average earnings of women across an organisation and compares them to the average earnings of men. It does not assess whether men and women receive equal pay for the same role; rather, it reflects broader workforce patterns, including differences in seniority and representation at higher salary levels.

WentWest can confidently state that we pay employees equitably for the same work, however, we do have a gender pay gap, which is driven by structural factors within our workforce.

WentWest pride itself on being an inclusive and equitable employer and recognises that internal policies extend beyond the binary male/female reporting structure reported in the WGEA report and we remain committed to fostering a workplace where all employees thrive.

WentWest is committed to working towards greater pay equity and gender diversity, in line with industry best practices and supported by initiatives like the Workplace Gender Equality Agency (WGEA).

Taking Action: What We Have Done So Far

In 2024, WentWest engaged [Equal Workplaces](#) to conduct an independent assessment of our gender pay gap. As part of this process:

- One-on-one interviews were conducted with six women at WentWest.

- Two mixed-gender workshops were held to explore perspectives across the organisation.
- Approximately half of our workforce participated in these discussions.

These insights formed the foundation of WentWest's Gender Equality Strategy, which aligns with the six Gender Equality Indicators set by WGEA. This strategy outlines clear steps to narrow our gender pay gap while maintaining a culture of fairness and opportunity.

What Comes Next: Our Commitment to Change

WentWest has already begun implementing its Gender Equality Strategy, which includes:

- Succession planning to ensure that women are ready to take on future opportunities.
- Enhanced employee engagement initiatives to ensure that all voices are heard in shaping our approach to gender equity.
- Structured career conversations between employees and managers to improve transparency and progression pathways.

In 2025, we will further refine and expand our strategy by:

- Strengthening mentorship opportunities for women seeking leadership roles.
- Increasing the visibility of high-potential women through engagement with WentWest's Executive Leadership Team and Board.

WentWest remains committed to continuous improvement in this space, ensuring that equity, transparency, and career progression remain at the heart of our workplace culture.