gpt

GPT Gender Pay Gap Statement 2025

At GPT we recognise the importance of fostering an inclusive workplace where all employees are treated with fairness and respect. A commitment to this is core to our values as a business: a diverse, inclusive workplace ensures our people can thrive, and positive, innovative outcomes can be achieved.

GPT's total workforce is 57.5% female, with 47.7% of our top quartile roles (by fixed remuneration) being held by women*. Each year we measure our success to ensure we are held accountable for our results towards achieving a gender diverse organisation. Addressing the gender pay gap is one important element of a broader and ongoing commitment to creating a workplace that drives for gender equality, gender pay equity and equal opportunities for advancement.

at 31 December 2024.

1. What does gender pay gap data measure?

The gender pay gap (GPG) is derived from the difference between the average earnings of women and men in an organisation, sector or country and is expressed as a dollar or percentage figure. At an organisational level, it reflects the uneven distribution of salaries and can highlight whether certain groups or demographics are disproportionately affected by pay disparities. It also illustrates how well (or not) organisations (and industries) are doing in attracting, retaining and advancing women at all job levels – including into coveted high-value, highly paid and high-profile positions.

Tracking and analysing this data is useful for driving employer, industry and societal action on gender equality. By evaluating pay gaps across different job categories and levels, organisations can gain insights into potential systemic issues related to workforce equity. GPG data is therefore a key tool for assessing overall progress on gender equality.

It is important to note that it is *not* the same as pay equality or 'like for like' pay. Equal pay is a legal obligation in Australia to ensure women and men are paid the same for performing the same role or different work of equal or comparable value. Pay equality is more about individual disparities, while gender pay gaps represent disparities across cohorts. At GPT we have pay equality.

2. What is being reported around gender pay gap in Australia?

The Workplace Gender Equality Agency (WGEA) has for some years published data around the national gender pay gap and gender pay gaps by industry sectors. Australia's total remuneration gender pay gap is currently sitting at **21.8%^**.

From February 2024, under the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023, WGEA has published private sector employer gender pay gaps annually for all employers in Australia with more than 100 employees.

The data published by WGEA on 4 March 2025 for each organisation comprises:

- The median gender pay gap for base salary
- The median gender pay gap for total remuneration
- The mean (average) gender pay gap for base salary (new in 2025)
- The mean (average) gender pay gap for total remuneration (new in 2025)
- The gender composition of the workforce by pay quartiles.

Important Note:

- Data points published by WGEA on 4 March 2025 are accurate as at 31 March 2024 and pertain to the 2023-24 reporting period, based on annual WGEA compliance reporting.
- Data points published in March 2025 include CEO remuneration data for the first time which has a material impact on our mean data.

^This figure includes base salary, overtime, bonuses and additional payments. It also includes the annualised full time equivalent salaries of casual and part time workers. This year the calculation includes CEO data for the first time; if this were not the case the pay gap would have lowered slightly year on year to 21.1%. All this salary data comes directly from employers as part of WGEA's annual Employer Census.

3. What does the gender pay gap look like at GPT?

The data points WGEA published for GPT (as compared with our GPT's designated industry benchmark group) are detailed below. The table also illustrates GPT's data on this for the prior year:

All Employees	GPT 2022-23	GPT 2023-24	Industry benchmark for 2023-24
Mean total remuneration	25.1%	29.1%	17.2%
Mean Base remuneration	18.1%	18.8%	10.8%
Median total remuneration	11.9%	8.2%	12.8%
Median base remuneration	12.1%	8.0%	9.7%

The median represents 'typical' earnings by identifying the middle point of the distribution. As can be seen from the table above, GPT has decreased the GPG year on year on both median measures.

The mean (average) is calculated by totalling all salaries of male employees and dividing by the total number of male employees. The same calculation is undertaken for female salaries. The GPG is the differential between these 2 values. As GPT has a male CEO, the inclusion of CEO remuneration in the data set for 2023-24 has negatively impacted our data points.

A word on the industry benchmark:

The industry comparison groups are generated by a combination of the Australian and New Zealand Standard Industrial Classification (ANZSIC) industry class and similar sized employers. ANZSIC is the national framework for classifying industries according to the primary activities of employers.

As such, GPT is classified within the Rental, Hiring and Real Estates Services industry for employers with between 500-999 employees. Given our relatively small employee base this does not benchmark us with organisations we would typically consider our peers or competitors, and we find conducting our own analysis around how we perform against a cohort of direct peers a more instructive benchmark.
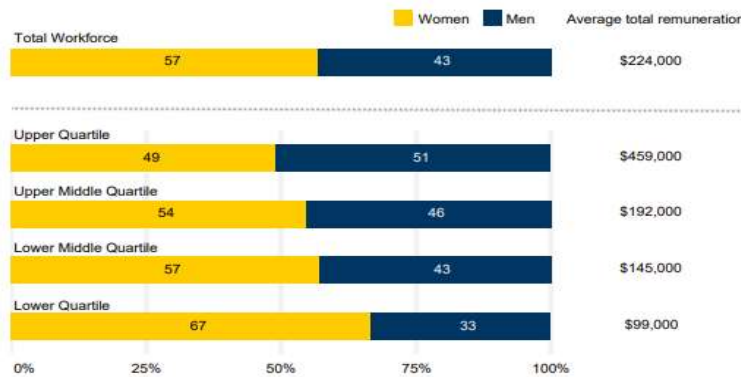
Analysis of GPT's data:

Alongside drawing insights from the WGEA generated data, we undertake our own detailed analysis of gender pay outcomes and actively seek to address any anomalies to assist in closing the gender pay gap.

In conducting this analysis, we know that our average GPG figures are driven by the proportion of senior males in the top quartile of GPT by earnings. This is even more the case in our top decile roles and many of these roles attract high bonus payments, contributing to the high mean total remuneration figure. In addition, females are over-represented in our lower earning roles, such as administrative positions (as can be noted from the gender composition by pay quartile data below). These two factors are the major contributors to our pay gap at GPT.

Gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.

Women ██ Men   Average total remuneration

	Women	Men	Average total remuneration
Total Workforce	57	43	$224,000
Upper Quartile	49	51	$459,000
Upper Middle Quartile	54	46	$192,000
Lower Middle Quartile	57	43	$145,000
Lower Quartile	67	33	$99,000

0%   25%   50%   75%   100%

Note:
- Total remuneration for part-time/casual/part-year employees is converted to annualised, full-time equivalent amounts. The gender composition and average total remuneration calculations do not include voluntary data submitted for overseas reporting managers (OSM).
- The average total remuneration is rounded to the nearest $1,000.

4. Actions and strategies to address the gender pay gap at GPT

Highlighted below are some of the measures in place to help us address the GPG at GPT:

- **Gender equality strategy:** GPT has a robust gender equality strategy mapped to the six gender equality indicators as detailed by WGEA which informs all our activity in relation to driving for gender equality and addressing the gender pay gap.
- **Remuneration review processes:** we undertake detailed analysis to identify and rectify any gender-based pay discrepancies. We enforce clear and comprehensive equal pay policies that ensure all employees, regardless of gender, receive fair compensation for their skills, experience, and contributions to the organisation.
- **Talent mapping and succession planning:** we ensure female representation on talent maps, promotions and on succession plans aligns with the gender composition of the business.
- **Talent Acquisition:** we have introduced a range of measures to secure female talent into the organisation. This includes a focus on the wording of job adverts, gender diverse shortlists and diverse interview panels. We market map for talent in disciplines that are less gender diverse.
- **Diversity and Inclusion education:** we provide ongoing training on inclusive leadership, gender equality issues, unconscious bias, and the importance of fostering an inclusive workplace culture.
- **Flexible and hybrid working** we offer working arrangements that accommodate the diverse needs of our employees, enabling both men and women to engage fully in both work and family commitments to help eliminate barriers that contribute to the gender pay gap.
- **Support for working carers:** we offer gender and carer neutral support to all employees to assist them in managing their caring responsibilities.
- **Career Development:** we offer training and initiatives that support the professional growth and advancement of all employees, with a particular focus on addressing any gender-based disparities in career progression.
- **Promoting Women in Leadership:** we actively promote gender diversity in leadership positions by identifying and supporting talented women within the organisation, creating a pipeline for future female leaders. This is done in several ways, including through an Executive Team Sponsorship Program for key female talent.
- **Regular Review and Improvement:** we commit to regularly reviewing and refining our strategies to address the gender pay gap and staying informed about best practice.

We understand that achieving gender pay equality requires ongoing focus and commitment from us all. By implementing these initiatives, we aim to create a workplace where every employee, regardless of gender, has equal opportunities and is recognised and rewarded fairly for their contributions.

We invite open dialogue on this matter and encourage employees to share their thoughts, experiences, and suggestions as we work together to build a more inclusive and equitable workplace.