

# 2023 Gender Pay Gap Report

Technology One Limited

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# Introduction

The Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023 mandates the publication of gender pay gaps for every Australian employer with 100 or more employees. The gender pay gap is a recognised metric of workplace gender equality. Experience has shown that increasing visibility of employer gender pay gaps is an effective catalyst for change on narrowing this gap.

At TechnologyOne we are committed to equality of opportunity for all regardless of gender, ethnicity, religious beliefs, age and social demographics. We embrace diversity, equity, inclusion and belonging (DEI&B) recognising the benefits it brings to our people, our customers, and the communities we operate in.

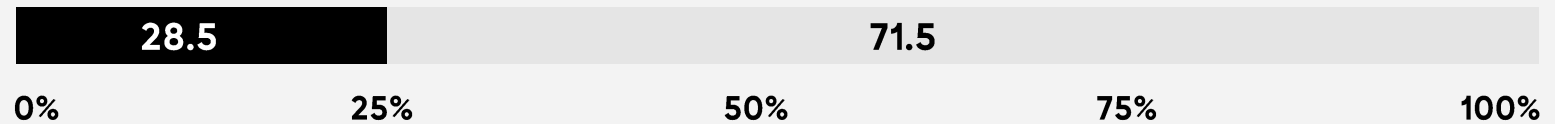
Our 5-year strategic People Plan is focused on critical and strategic people, performance and cultural elements necessary to be an industry leader. Our priorities remain on initiatives to ensure we have the right skill, right people and right leadership.

This includes enhancing Diversity, Equity, Inclusion and Belonging (DEIB) specifically through recruitment, learning and practices.

## Gender Composition of Governing Bodies

The gender composition for the TechnologyOne Board is **28.5%** as at 31 March 2023.

We are committed to increasing greater gender diversity at all levels in the organisation. The gender composition of the Board is expected to lift to 30% women by 2025.



Data from 2023 WGEA submission (31 March 2023)

■ Women ■ Men

The published gender composition reported by WGEA is 18%. At the time, Cyon Knowledge Computing Pty Ltd was an acquired subsidiary of TechnologyOne. Aggregating the board composition for TechnologyOne and Cyon, in line with WGEA Reporting Standards, results in a skewed representation as the TechnologyOne Board oversees 1200+ employees, whilst the Cyon Board oversees only one (1) person.

# TechOne Gender Pay Gap over time

## What is gender pay gap?

The difference in average earnings between women and men in the workforce. Not to be confused with equal pay, which is men and women being paid the same for the same, or comparable job.

Gender Pay gap is a useful proxy for measuring and tracking gender equality across an industry or organisation.

All employees	2020-21	2021-22	2022-23	Industry Comparison
Median Total Remuneration	11%	9.2%	7.8%	14.7%
Median Base Salary	7.8%	8.4%	7.2%	7.2%

Data from 2023 WGEA submission (31 March 2023)

## Definitions

Median Gender pay gap: the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest.

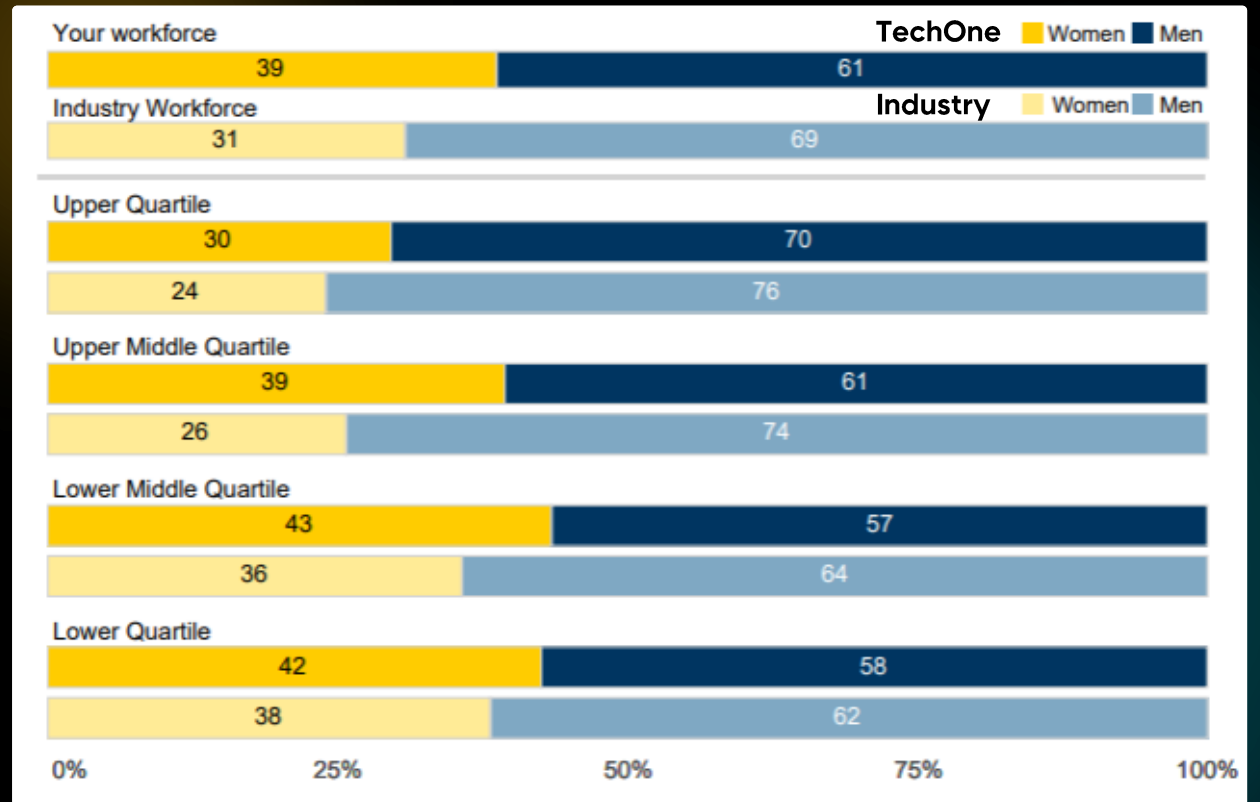
Total Remuneration: all remuneration including superannuation, overtime, bonuses and other additional payments.

Base Salary: regular salary, excluding superannuation, overtime, bonuses, and other additional payments.

We continue to strive to close the pay gap by increasing the % of women in managerial roles. In the last 12 months 38% of all promotions were women, which was higher than our workforce participation rate over the same period.

# We are above industry by pay quartile

This chart depicts our workforce into four equal quartiles of employees by total remuneration full-time equivalent pay compared to the industry comparison. The number in each quartile represents the proportion of employees for each gender.



Data from 2023 WGEA submission (31 March 2023)



# State of play

As a technology company with innovation at our core, we know the benefits of greater diversity of people and ideas are far ranging and we strive to increase inclusion and belonging across our entire business.

At TechnologyOne roles are benchmarked against industry data. Whilst we are above industry average in all quartiles and have increased the representation of women to help close the gender pay gap over the last two years, we recognise a lack of women in managerial roles remains the most significant driver of the gender pay gap at TechnologyOne.

By taking a gender lens in promotion and remuneration and review processes, we have achieved equitable pay for new starters in the same or similar roles. In the last 12 months, 38% of all promotions were women, which was higher than our workforce participation rate over the same period. We still have work to do to achieve greater gender representation in the upper quartile as we know this discrepancy contributes to gender pay gap disparity.



# Our ongoing commitment & focus

Our commitment remains on refining our processes and practices through data analytics and upskilling our workforce to remove any inherent biases and continue to strengthen our pipeline of future senior women in leadership.

To further close and eradicate the gap and increase the percentage of women in managerial roles, we will hold ourselves to account on the following objectives over the next 12 months:

- 70% of all vacant roles to have at least one female candidate shortlisted;
- Quarterly reporting to the Board on People practices by gender and take remedial action; and
- Develop a dedicated strategy to Gender Equality which is available for all team members.
- Roles are benchmarked against industry data
- A gender lens is undertaken as a standard step in promotion and remuneration and review processes.

In the community, we are also committed to providing opportunities to increase the participation of women in STEM programs through initiatives such as the Adrian DiMarco Women in Software Development Scholarship.

We believe these objectives will continue to help us close the gender pay gap over time.



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