

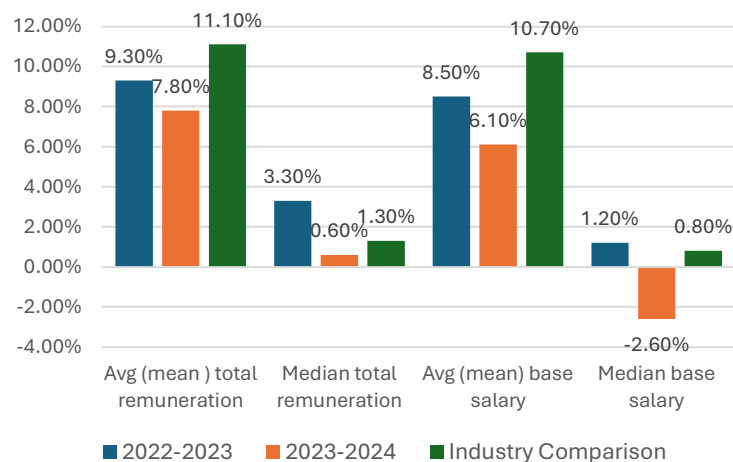
CHL Gender Pay Gap Employer Statement

At Community Housing Limited (CHL) we are committed to fostering a fair, inclusive, and equitable workplace where employees are rewarded based on their skills, experience, and contributions. We actively monitor and address gender pay disparities as part of our broader commitment to equity and diversity.

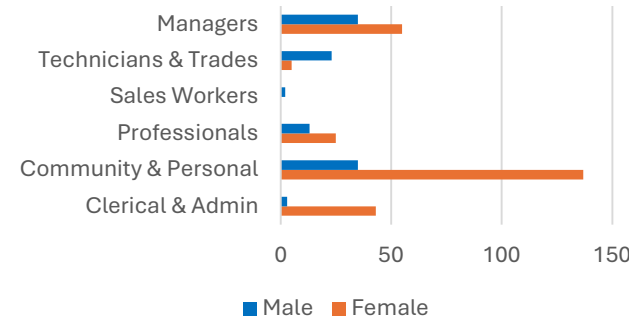
Our WGEA 2023-2024 gender pay gap analysis shows continued progress in reducing disparities across total remuneration and base salary:

- The **average total remuneration gap** has decreased from **9.3% in 2022-2023 to 7.8% in 2023-2024**, remaining significantly below the industry benchmark of **11.1%**.
- The **median total remuneration gap** has reduced from **3.3% to 0.6%**, nearing full equity and outperforming the industry median gap of **1.3%**.
- The **average base salary gap** has reduced from **8.5% to 6.1%**, well below the industry average of **10.7%**.
- Notably, the **median base salary gap** has shifted from **1.2% to -2.6%**, reflecting that women in the median salary range are now earning more than their male counterparts, compared to the industry median of **0.8%**.

WGEA CHL Gender Pay Gap



2024 Gender Profile



Our Commitment to Further Progress

While we are encouraged by these improvements, we recognise that achieving full pay equity requires sustained focus and action. To further reduce the pay gap and address its underlying causes, we remain committed to:

- Conducting regular pay equity reviews to proactively identify and address any unexplained disparities.
- Expanding leadership development programs to support equitable career progression and increase female representation in senior roles.
- Providing flexibility to support parental and carer responsibilities, enabling career growth and development at all life stages.
- Leveraging data-driven insights to better understand trends, inform policy changes, and enhance transparency.

In 2024, we introduced the CHL Paid Parental Leave program to complement the government PPL scheme, providing greater support for eligible employees. Additionally, we launched a series of initiatives under our **Impact Strategy**, aimed at fostering a more inclusive and supportive workplace. These initiatives focus on strengthening diversity and inclusion, enhancing mental health support, and prioritising employee well-being.

Reducing the gender pay gap remains a long-term commitment, and we are dedicated to driving meaningful and sustainable change. We will continue to track our progress, refine our strategies, and transparently report on our efforts to create a more equitable workplace for all.