

# WGEA Employer Statement

## 2024–25 reporting year

In the 2024–25 reporting year, the CHL Group reduced its overall average gender pay gap and remains broadly aligned with, or slightly ahead of, the comparison group. This improvement was supported by organisational restructuring, a shift in senior and specialist role composition, with a greater proportion of women appointed to senior or specialist roles compared to men, and targeted pay equity reviews undertaken throughout the year.

	CHVL		CHL		* CHL Group		Comparison group	
	23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
<b>Average total remuneration</b>	18.30%	<b>6.70%</b>	7.80%	<b>11.70%</b>	9.30%	<b>6.30%</b>	11.10%	<b>6.70%</b>
<b>Median total remuneration</b>	3.50%	<b>5.20%</b>	0.60%	<b>4.50%</b>	0.60%	<b>3.00%</b>	1.30%	<b>4.50%</b>
<b>Average base salary</b>	18.40%	<b>5.80%</b>	6.10%	<b>9.50%</b>	8.60%	<b>5.30%</b>	10.70%	<b>5.80%</b>
<b>Median base salary</b>	3.90%	<b>0.60%</b>	-2.60%	<b>0.00%</b>	0.00%	<b>-0.50%</b>	0.80%	<b>0.00%</b>

\* CHL Group comprises Community Housing Limited (CHL), the parent company and Community Housing (Vic) Ltd (CHVL), Community Housing (Qld) Ltd (CHQL) and Community Housing (Tas) Ltd (CHTL) subsidiaries. Data for CHTL and CHQL is included in the corporate group's reporting, but these subsidiaries are not reported individually, as each has fewer than 100 employees.

## Understanding the results

While these results show progress compared to the 2023–24 reporting period, on average men continue to earn more than women across most measures. Median base salary is at parity, or slightly favourable to women, demonstrating that equal pay for comparable roles is generally being achieved. Remaining average gender pay gaps largely reflect a higher concentration of men in senior and specialist roles.

This indicates that the overall pay gap is influenced more by representation and progression across different levels and occupational groups than by unequal pay for equivalent work. The proportion of men and women in senior and specialist positions has a greater impact on average pay outcomes than base salary differences within the same role.

Total remuneration figures also include allowances and additional payments linked to operational requirements, such as acting-up arrangements, temporary duties, penalty rates or travel-related allowances. These payments are not permanent salary increases but can influence average outcomes. Where roles attracting these payments are more commonly held by one gender, this may affect overall remuneration comparisons.

## What we are doing

We recognise that sustained improvement requires structural action over time. Our focus areas include:

- Introducing a structured remuneration framework to ensure consistent and transparent pay decisions across the organisation.
- Conducting annual pay equity audits and benchmarking key roles against market data.
- Reviewing allowance structures to ensure equitable design and application.

- Strengthening recruitment, succession planning and leadership development initiatives to improve gender balance in senior and specialist roles.
- Embedding transparent promotion pathways and ensuring flexible and part-time roles have equitable access to progression opportunities.
- Continuing regular reporting of pay gap and representation data to Executive leadership to maintain accountability.

## Our workforce composition

CEO/HOB/KMP		Managers		Non-managers	
Women	Men	Women	Men	Women	Men
46%	54%	65%	35%	71%	29%

We recognise that some employees’ gender identities may not be adequately represented by typical binary terms. Currently, WGEA reporting compares data between women and men only; employees who identify as non-binary are not captured in these reports.

## Supporting employees and parental leave

While the majority of primary parental leave is taken by women, and the gender pay gap does not fully capture long-term impacts, such as slower career progression or periods of unpaid or part-time work, we are taking steps to support our employees. In July 2024, we introduced paid parental leave to complement the Government scheme, supporting employees to balance career and family responsibilities and helping to reduce long-term pay impacts.

## Commitment to gender pay equity

Gender pay equity remains a priority. While our results have improved year-on-year, we acknowledge that further progress is required to address structural drivers of disparity. We are committed to ongoing monitoring, governance oversight and targeted action to support equitable outcomes across the organisation.

## WGEA definitions

**Base salary:** is an employee’s regular salary excluding superannuation, overtime, bonuses and other additional payments.

**Total remuneration:** includes all remuneration for an employee, including base salary, superannuation, overtime, bonuses and other additional payments (i.e. allowances, penalty rates).

**Median gender pay gap:** is the difference between the median of what a man is paid and the median of what a woman is paid in an organisation.

**Average gender pay gap:** is the difference in average earnings between women and men in the workforce. The average is calculated by adding up a list of employees’ wages and dividing by the number of employees.