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Gender pay gap statement

DUAL Australia (DUAL) affirms our commitment to providing our employees with an inclusive and respectful place of work. We acknowledge our place and participation in our industry to drive and positively impact existing and future gender parity issues. Our aim to reduce our gender pay gap remains a long-term journey DUAL is devoted to.

DUAL aims to continue contributions to creating an equal society, and we are eager to understand how we compare with our peers. DUAL is pleased to see our gender pay gap remains below the industry average however we recognise our reported gender pay gap for 2023-2024 is larger than the previous year. A main driver of the increase is due to business growth and expansion causing the need to externally recruit in a male dominated market for senior and technical positions. Unavoidably, we understood this could affect our gender pay gap, and DUAL continues to operate in a talent market where female candidates are limited in technical positions. However, DUAL is hopeful our unique workforce composition, being 68% female, will allow us over time to train, develop and invest in our female employees to succeed into these specialist and technical roles currently occupied by males.

DUAL's continued growth means we have recently invested in the structure of our internal Human Resources team which allows us to have specialist knowledge to implement programs and initiatives that deliver results targeted at reducing our gender pay gap. Our evolving organisational structure affords us the opportunity to have buy-in at different levels across the business to further drive education and analysis, ultimately bringing gender parity issues into pivotal conversations, proactively. Additionally, DUAL complement our commitment to developing our talented employees with our extensive benefits offering which allow for women to continue career progression, training, and have equal access to opportunities across DUAL. This is demonstrated by appointments of women in manager and non-manager roles across DUAL sitting significantly higher than their male counterparts. Whereby 22% of females in our employment were promoted and or appointed, as opposed to males sitting at 17%.

Since this reporting period, DUAL has increased our company funded parental leave to 18 weeks, offered equally to our working parents welcoming a new child into their families and we continue to pay superannuation contributions while on leave for up to 24 months. Moreover, DUAL is also proud to recently offer our employees Life Leave which is accessible from their first day of employment. The benefit provides an extra week of paid leave for employees to use where current definitions of Annual Leave or Personal Leave do not apply. Our hope is employees who have caring responsibilities, undergoing fertility treatments, or experience menstruation or menopausal symptoms, for example, feel encouraged to take time and space to be able to better support their lives.

Helping you do more

DUAL continue to be curious in our understanding of gender issues within the industry we operate and empower our leaders to take this journey with us. We regularly assess market trends and review current employee benefit offerings to ensure we explore all viable options which can help us to reduce our organisation's gender pay gap. DUAL observes the importance of alternative working patterns and supports our employees where they need to work flexibly or in hybrid work patterns, particularly for our working parents or those with carer responsibilities. Although our progress is ongoing and we have more work to do, DUAL maintain our excitement to contribute to a more equal society.

Whitney Ignatiadis
Head of Human Resources and People