

Gender Pay Gap Employer Statement

19 February 2024

DUAL Australia (DUAL) is committed to ensuring our employees are in a safe, inclusive, and fair workplace where people feel welcome to bring their whole and true selves to work. We believe if we learn together and share our experiences, we will achieve positive change. To achieve change we acknowledge the importance of a diverse workforce which fosters our ability to contribute to a more equal society.

In recent years, DUAL has prioritised its diversity, equity, and inclusion journey. Whilst acknowledging we are only at the start of our journey, we are proud of the progress we have made as a business. We continue building our knowledge to take actionable steps which support both our current and future employees and the communities in which our business operates to drive industry awareness and change.

As a business within our industry, DUAL's workforce composition is unique in that women represent 68% of our workforce at the time of the 2022-2023 WGEA reporting period. With this, DUAL's current gender pay gap sits below the industry average, which demonstrates the efforts of our actions to date. We do however acknowledge there is more to be done in closing our gap.

In examining the drivers of our gender pay gap, we have identified areas of our workforce composition where we can make improvements. These areas include professional and technical roles, including those at the senior level where a greater level of discretion in salary and remuneration composition exists. This is influenced closely by external industry drivers including the availability of female talent in key technical and senior positions.

Historically, gender has been retrospective to actions and conversations that impact the gender pay gap. We recognise the need for DUAL to be proactive in bringing gender into the conversation at key points in the employee lifecycle including commencement, movements, and reward and recognition to support the reduction of our base and total remuneration pay gaps.

Our actions to date have largely focused on initiatives to enhance flexibility, support wellbeing, promote awareness of gender issues, and reduce unconscious bias. This has been achieved by reviewing employee policies and our offerings, providing training to our managers and employees, and through the use of inclusive language software to enhance our reach to diverse candidates during recruitment. We recognise that increased consultation with our employees and leaders is needed to achieve progress. To address inequities in our workforce composition and in further supporting the reduction of our total remuneration and base salary gaps, DUAL's actions and strategies beyond further detailed remuneration analysis will include the implementation of regular benchmarking when considering how employees are remunerated, use of proactive mechanisms to identify potential bias in salary and performance decision making, and targeted internal mobility and talent management activities to address workforce composition variations.

DUAL takes pride in the people who work for us, and our evolving understanding in this space requires the investment from our leaders, and support from our employees to constantly review and improve. Going forward, DUAL aims to maintain and build upon our initiatives to reduce our gender pay gap and continue our organisational learning

and understanding of gender equity. Whilst we realise reaching gender equity will take time and perseverance, and further work is needed from DUAL, we are excited to be contributing to a more equal society.

Whitney Ignatiadis
Human Resources Manager