

EY Australia Gender Pay Gap Report 2025

Accelerating our progress of Gender Equality
February 2025



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(he/ him)

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Research shows that companies with diverse and inclusive workforces are more innovative, productive and profitable. Closing the gender pay gap is one of the many steps we're taking to ensure EY people feel they can belong, perform and thrive.

The pay gap metric helps us explore the societal factors that affect people's careers and address them. In turn, we see pay gap reporting as our way to be transparent, drive accountability and track progress towards our commitment to change.

Our 2024 [EY Australia Gender Gap Report](#) detailed the work we've done and continue to do, to close the gap. In 2025, we continue to work towards our gender equity goals. This report summarises the progress made against our commitments to:

- Expand our approach to transparency to drive change.
- Measure the outcomes of our programs and initiatives to ensure that they meet the needs of our people and business.
- Develop our data collection and capabilities to further analyse pay gaps.

Closing the gender pay gap goes beyond ensuring equal pay - it requires a cultural change, so barriers are removed to ensure the full and equal participation of people across the workforce, regardless of their gender.

At EY Australia, this includes efforts to increase women in leadership, build equity into our processes, policies, and environments, and enhance inclusive leadership capabilities across all facets of our organisation.

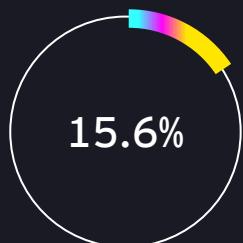
Our gender pay gaps

The calculations below are based on the Workplace Gender Equality Agency's (WGEA) methodology. In this WGEA reporting cycle¹, CEO remuneration was included in the pay gap figures for the first time, providing a new benchmark for future reporting. The average and median gender² pay gap figures increased by 0.2 percentage points this cycle.

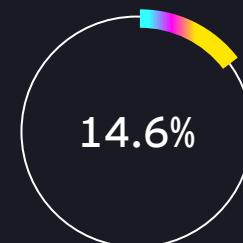
EY Australia's gender pay gaps³ are:



Average total
remuneration
(Industry Comparison
Group is 14.8%)

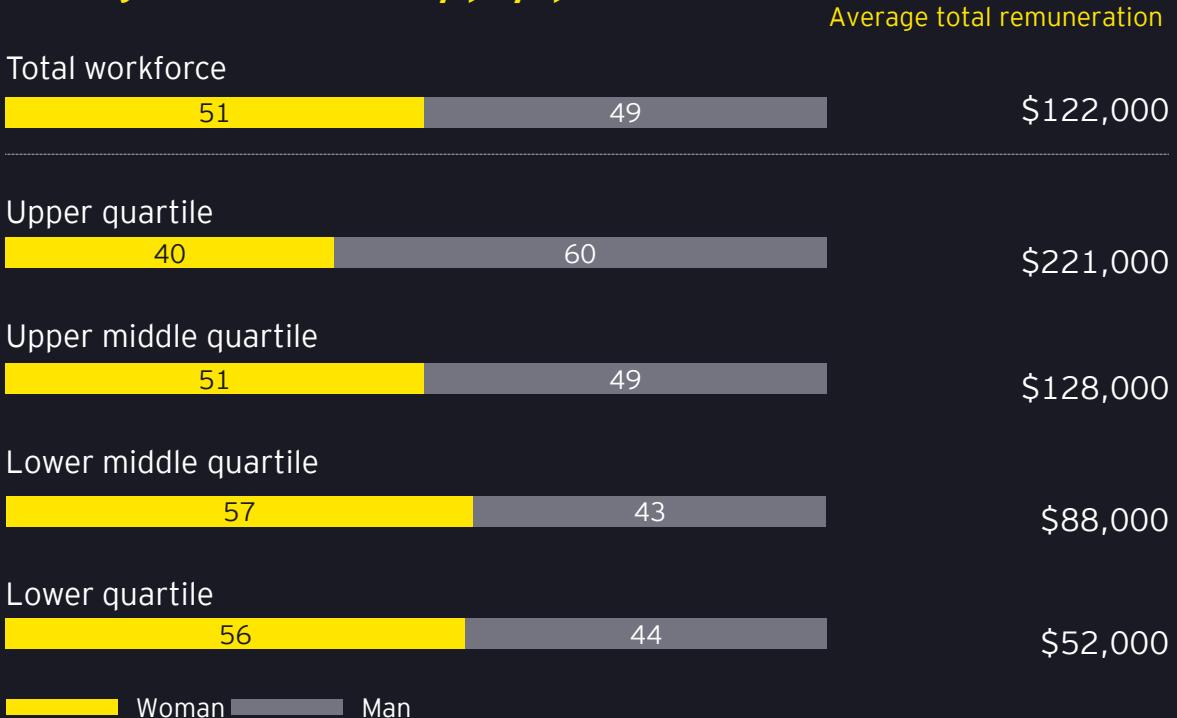


Median total
remuneration
(Industry Comparison
Group is 15.6%)



Average base salary
(Industry Comparison
Group is 13.8%)

Average remuneration by pay quartile¹



¹ Figures are based on the [WGEA 2023-2024 reporting cycle](#).

² Gender categorisation is limited to the binary classification of women and men due to current data collection constraints. EY Australia acknowledges the complexity of gender and aims to enhance data collection methods for future reports to encompass a broader range of gender identities.

³ A positive percentage is in favour of men.

Analysing our pay gaps | Key insights

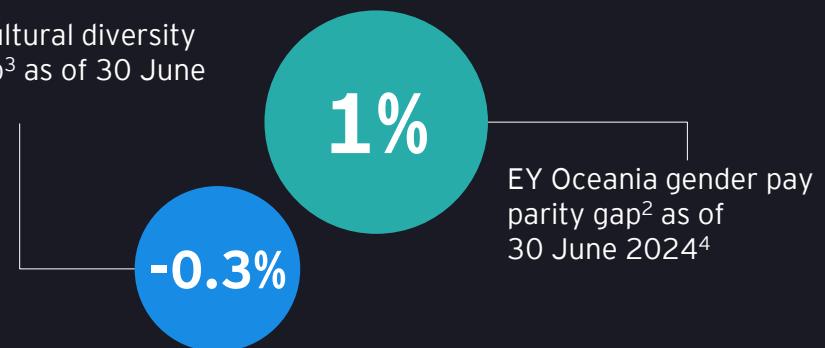


Along with average and median pay gaps, we also analyse pay parity gaps and do this across cultural diversity and gender dimensions. EY Oceania¹ uses pay gap metrics to further assess equality.

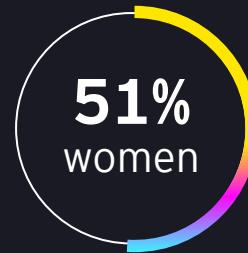
Pay parity

Pay parity measures whether employees doing equal or comparable work at the same performance standard are remunerated equally, regardless of gender or cultural background:

EY Oceania cultural diversity pay parity gap³ as of 30 June 2024⁴



Despite having a workforce that is



a greater proportion of men are remunerated in the upper quartile levels, and a greater proportion of women are compensated at the lower quartile levels.

In the 2023-2024 WGEA reporting period, **55% of those taking parental leave were men**, an increase from 52% in the previous year. However, men are less likely to take a period of unpaid parental leave.

Women held the majority of part time roles. In particular

18% of women

in a Manager-rank role work part time,

compared to only

Professional services industry themes are evident within EY Oceania, such as

88% of EY Australia's part-time workforce being women,

and a higher proportion of technology implementation roles held by men.

2% of men

¹ EY Oceania refers to the EY member firms in Australia, New Zealand, Fiji and Papua New Guinea, each of which is a separate legal entity: Ernst & Young, Australia (EY Australia), Ernst & Young, New Zealand (EY New Zealand), Ernst & Young, Fiji (EY Fiji), Ernst & Young, Papua New Guinea (EY PNG).

² A positive percentage is in favour of men and a negative percentage is in favour of women. Gender pay parity is based on like-for-like roles by EY rank/role. EY uses average compa-ratio of salary band midpoint (average employee positioning to their salary band) to calculate the difference in pay between male and female employees, on an aggregate basis. Pay parity is calculated on fixed pay only and does not consider bonuses.

³ A positive percentage is in favour of employees who are not culturally and/or linguistically diverse.

⁴ Reported in the [EY Value Realised Scorecard: Oceania 2024](#).

Turning good intentions into meaningful actions

Expand our approach to transparency to drive change

Progress in the last 12 months:

- The EY Value Realised Scorecard: Oceania 2024 (transparency report) and the inaugural Gender Gap Report 2024 are public documents, and are socialised internally. In 2024 our Scorecard included more detailed disclosures on our workforce composition (gender and cultural diversity dimensions).
- Detailed dashboards support teams and leaders responsible for remuneration decisions.
- Regular diversity, equity and inclusiveness (DE&I) reporting to leadership including workforce composition and pay gaps.
- The DE&I Annual Report 2024 (internal document) celebrates a workplace where everyone can belong, perform and thrive.

Future focus:

- Uplift people data analytics capabilities across the organisation and democratise access to DE&I data within set limitations to drive transparency and accountability for outcomes.

Measure the outcomes of our programs and initiatives to ensure that they meet the needs of our people and business

Progress in the last 12 months:

- Employee experience surveys are analysed with gender and cultural diversity dimensions to understand where the experience may be different for different cohorts. In 2024, the survey introduced a section on carer responsibilities to understand impacts of work and care.
- Milestone (promotions) celebrations and EY Rediscover (parental leave returner) programs were reviewed to consider inclusive career growth and development.
- Established a DE&I scorecard for business leaders using quantifiable DE&I metrics.
- Reviewed 'tough spots' in performance outcomes resulting in development of three-year talent management plans with specific goals and activities for each business area. The plans aim to support a healthy pipeline and take into account gender and cultural diversity inclusion.
- Enhanced our internal methodology for calculation and analysis of the partner rank pay gap.
- WORK180 announced EY Australia as a winner in four categories in the Equitable Workplace Awards 2024:
 - Shared Caring Responsibilities
 - Career Development
 - The highest scoring across all standards within Professional Services and Consulting
 - The highest scoring across all standards overall.

Future focus:

- Develop and implement a racial literacy training program
- Review parental leave offerings and utilisation.

Turning good intentions into meaningful actions

Develop our data collection and capabilities to further analyse pay gaps

Progress in the last 12 months:

- Developed a DE&I data strategy to strengthen DE&I data collection and analysis. Through confidential Self-ID, we encourage our people to share information about their sexual orientation, gender identity, cultural background, and socio-economic status. EY leverages aggregated data to shape DE&I initiatives to support our people and uplift social equity.
- EY Oceania's first Workplace accessibility and inclusion survey gathered over 3,700 responses. The results told us more about disability and chronic health in the workplace. Data from the survey was reviewed with an intersectional lens across sexual orientation, gender and cultural background dimensions.
- Further pay gap analysis (gender and cultural diversity dimensions) provided more insights to focus efforts to close pay gaps.

Future focus:

- Strengthen diversity data collection across the employee lifecycle
- Further enhance intersectional analysis of pay gaps to:
 - include disability and LGBTQ+
 - allow for real time analysis of the impact of staff movements.



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