



EY Australia Gender Pay Gap Report 2026

Maintaining our commitment to gender equality

March 2026



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Our gender pay gap is decreasing, but there is still work to do



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Creating an equitable workplace is core to who we are. Across the global EY organisation, inclusiveness is embedded in our values, our Code of Conduct and our All In strategy. It reflects our accountability to build belonging and deliver equitable outcomes for all our people.

Our focus continues to be on workforce make-up and diversity — a foundation for the progress we are seeing today.

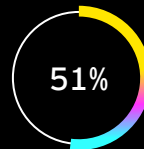
This year, we recorded an improvement in our gender pay gaps. It is progress worth noting, and it reflects consistent, practical actions we are taking to address structural drivers of inequality. We have more to do, and we will stay focused on evidence, honest reflection and targeted interventions where they matter most.

In Australia, the Workplace Gender Equality Agency provides important benchmarks and compliance requirements. We will continue to meet these obligations and go further. Pay gap reporting remains a critical tool to drive accountability, inform action and track outcomes over time, consistent with our broader commitment to transparency in the [EY Oceania: Value Realised Scorecard](#)

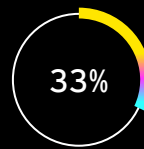
Thank you to our people and leaders who are doing the work, every day, turning commitment into results.

The calculations below are based on the methodology of the Workplace Gender Equality Agency (WGEA). All positive percentages are in favour of men. We are pleased to report reductions in all four markers of gender pay gap from the previous year, but acknowledge we still have work to do.

Gender pay gap type	WGEA 2024-25 ¹		WGEA 2023-24
	EY Australia	Industry Comparison Group	EY Australia
Average total remuneration	11.0%	11.3%	14.8%
Median total remuneration	13.8%	13.7%	15.6%
Average base salary	10.5%	10.9%	14.6%
Median base salary	12.7%	12.8%	14.7%



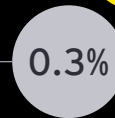
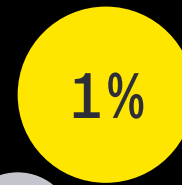
51% of EY Oceania⁴ workforce are women³



33% of EY Oceania⁴ partners are women³

Along with average and median pay gaps, we analyse pay parity² and do this across cultural diversity and gender dimensions. EY Oceania⁴ uses pay gap metrics to further assess equality.

EY Oceania cultural diversity pay parity gap in favour of employees who are culturally and/or linguistically diverse³



EY Oceania gender pay parity gap in favour of men³

¹ Figures are based on the [WGEA 2024-2025 reporting cycle](#).

² 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, and culturally and/or linguistically diverse (CALD) and non-CALD employees on an aggregate basis. Pay parity is calculated on fixed pay only and does not consider bonuses.

³ Reported in the [EY Value Realised Scorecard: Oceania](#).

⁴ '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 Papua New Guinea). EY Oceania does not refer to a separate entity, it is a name used for the group of EY member firms in these geographies that make up a region of the EY global network of member firms. The term 'partner' refers to member firm partners of EY Australia, EY New Zealand, EY Fiji, and EY Papua New Guinea.



Achievements

What are we doing to address the gender pay gap?

EY Oceania is actively working to close the gender pay gap by collaborating with peak bodies, industry leaders and organisations committed to accelerating gender equality. We focus on progress that is both measurable and enduring. Through these collaborations, we are strengthening evidence-based approaches, advocating for structural reform and sharing insights that help lift standards across the sector.

Progress and achievements in the last 12 months

- Embedding strong **data foundations** through confidential collection of identity data in HR systems to increase the focus on **real-time impact** tracking of pay gap, promotions, hiring trends.
- Initiated **service line inclusion plans** to enable leaders to set measurable priorities, assign clear accountabilities, and track progress through consistent scorecards.
- **Listening at scale** via internal engagement surveys and external benchmarking, so lived experience informs policy.
- Creating safe spaces for our people to discuss gender equality through **events and campaigns**, including International Women's Day, Movember, 16 Days of Activism Against Gender-based Violence, Breast Cancer Awareness, Carer's Week.
- More than **630** employees accessed parental leave¹.
- Running the annual **NextGen Women** competition-based global program that connects gender equity, early talent strategy and business growth, specifically strengthening the future female talent for EY-Parthenon.
- Our **Women in Technology** program continues to flourish, supporting girls and women to enter, remain, thrive, and lead in the world of technology.

¹ Figures are based on the [WGEA 2024-2025 reporting cycle](#).

Future focus

- Embed service line inclusion plan program to deliver stronger, data-driven actions on workforce equity by identifying '**tough spots**' across promotion, retention, hiring and pay equity.
- Launch of **Inclusion Champions** program. The Inclusion Champion role, introduced into performance review processes, will provide earlier and more consistent intervention and enable decisions free of bias.
- Set three **gender equality targets** with public progress tracking, as part of WGEA compliance.
- Continue to enhance **intersectional pay gap analysis** and reporting.
- Enhance capability and equip our people to understand the gender pay gap through tangible metrics, events, and communications.
- Continue to **promote uptake of parental leave**. Parental leave uptake is increasingly shared: 51% of parental leave takers were men (320 total)¹.
- Drill down on hiring trends: 50% of annual hires are women, broadly indicating even gender representation at the point of recruitment, but experienced hire intake tracks slightly below parity (~45% women), highlighting the importance of **sustained focus beyond entry-level recruitment**.

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