



## **Discovery Parks Employer Statement on Gender Pay Gap 2023-2024 Reporting Period**

### **Introduction**

Discovery Parks recognises the benefits of having a diverse and inclusive workforce that reflects the communities we serve and the customers we attract. That's why we are committed to advancing gender equality across our operations.

As part of our compliance with the Workplace Gender Equality Act 2012, we have submitted our annual report to the Workplace Gender Equality Agency (WGEA) for the 2023-24 reporting period.

We wish to advise that the latest 2023-24 WGEA Gender Pay Gap (GPG) Summary Report and Industry Gender Pay Gap Benchmark Report has been shared with our Executive Leadership team and Board.

In addition, we have prepared this employer statement to give context to our reported gender pay gap. Our gender pay gap is the difference between the average (mean) total remuneration of women and men in our organisation, expressed as a percentage of men's earnings.

### **Our gender pay gap**

Prior to this gender pay gap report, we have maintained an ongoing focus on reducing our gender pay gap, reinforcing our commitment to being a reputable employer.

According to our WGEA Executive Summary Report, our average (mean) total remuneration gender pay gap for the 2023–24 reporting period is 13.6%, with a median gap of 3.9%, compared to the industry average of 7.8% and an industry median of 3.8%.

We acknowledge that our current average gender pay gap is higher than the industry average. However, our median gap of 3.9% is closely aligned with the industry median of 3.8%.

We recognise that there is room for improvement and remain committed to reducing this gap over time, fostering a more equitable workplace for all.

### **Why we have a gender pay gap**

Our gender pay gap is influenced by a number of factors, both within and outside our organisation.

These include:

- The distribution of women and men across different levels and roles in our organisation. We have more women than men in lower-paid roles, such as housekeeping, front desk, and customer service. Conversely, we have more men than women in higher-paid roles, such as General Managers, maintenance, trade roles and procurement. Similarly, more women work in part-time and casual positions than male employees, as many of our female employees are the primary carers within their families.



- We offer a range of flexible work options to our employees, such as part-time, casual, and working from home. These options enable our employees to balance their work and personal commitments. Whilst these initiatives enhance our employee value proposition, they may result in a gender pay gap for certain positions that offer flexibility.

## **Our plan to address our gender pay gap**

We continue to focus on and take action to address any identified gender pay gaps and promote gender equality in our organisation. Here are some initiatives which have been or will be implemented, including:

- Our Executive Leadership team has a 50/50 gender balance and Gender pay equity is a key priority;
- Conducting pay equity audits to identify and address any pay gaps between women and men performing comparable work;
- Ensure our remuneration setting practices are fair and equitable;
- Continuously reviewing and refining our policies and procedures to ensure they promote gender equity and fairness;
- Provide training and guidance to our managers on gender equality and pay equity;
- Fostering an inclusive culture that values diversity and ensures all team members feel valued, empowered, respected and heard;
- Continue to enhance our recruitment and selection processes to attract and retain a diverse pool of talent and ensure merit-based decision;
- Continue to develop and implement career development and succession planning programs to support the advancement of women and men across all levels and roles in our organisation;
- Encouraging and supporting the uptake of flexible work arrangements by both women and men, and ensuring that they do not adversely affect remuneration, career progression, and work culture; and
- Monitoring and reporting on our gender equality performance and progress as well as seeking feedback and input from our employees and stakeholders.

## **Conclusion**

We understand that closing our gender pay gap is an ongoing journey that requires ongoing focus, commitment and collaboration from all levels of the organization to sustain progress and make meaningful change. We are proud of the steps we have taken thus far to advance equality and are committed to continuous improvement and learning. We welcome the opportunity to share our gender pay gap and the actions we are taking to address it with our Board, employees, customers, and the public. We believe that by working together, we can continue to create an equitable workplace for everyone.