

Our commitment to gender equality

Reporting period: 1 April 2023–31 March 2024



At CareSuper, we are committed to fostering a workplace culture of inclusion and innovation, one that values equity and diversity.

This includes creating and maintaining a workplace where all genders have equal rights and representation across the fund. A diverse and inclusive workplace allows our people to bring their authentic selves to work, better serving our members and stakeholders and playing a role in championing a more equal community.

This commitment is evident in our policies, practices and organisational culture. Throughout the fund, we prioritise transparency, equity and fairness.

Our gender pay gap

CareSuper merged with Spirit Super in late 2024. Therefore, in this statement for the reporting period 1 April 2023–31 March 2024, we include the information for each fund separately. We acknowledge there is still more to be done and, through understanding disparities, we are committed to closing this gap by improving strategies and providing equal opportunities for everyone.

CareSuper

(industry comparison group <250)

For the reporting period, the average total remuneration gender pay gap for CareSuper was **13.7%**.

Spirit Super

(industry comparison group 299 – 450)

For the reporting period, the average total remuneration gender pay gap for Spirit Super was **10.8%**.

Our actions

At CareSuper, we recognise that closing the gender pay gap requires a multi-faceted approach. We are committed to continuing to take positive action to address the gender pay gap, ensuring that gender equality is embedded across our policies, culture, and decision-making processes, building on our existing (and now combined) strengths. Our current initiatives include:

- **Pay equity:** We conduct regular pay audits to proactively identify and address pay disparities, ensuring fair and equitable remuneration across all levels. We also offer competitive pay and conditions, including additional annual leave, extra superannuation contributions, and no debit/no credit personal leave after 18 months of service.
- **Parental leave and superannuation support:** We provide 16 weeks of paid parental leave for all employees, regardless of gender. To support long-term financial security, we continue paying superannuation on both paid and unpaid parental leave and offer fee-free insurance during parental leave.
- **Flexible work and caregiver support:** We foster a healthy work-life balance by offering flexible work arrangements across most locations in Australia, including hybrid and remote options. We also support career progression for part-time employees and provide return-to-work programs for parents and caregivers.

- **Recruitment and promotion practices:** We use inclusive recruitment strategies, including an inclusive language tool for job ads, structured interviews to mitigate bias, and external remuneration benchmarking to ensure fair salary recommendations. We also promote diverse representation on hiring panels to reduce unconscious bias in decision-making.
- **Gender-balanced leadership and progression:** We actively track and promote gender representation in leadership roles. To strengthen our pipeline of women in leadership, we are expanding initiatives such as study support, leadership development, and targeted career growth programs.
- **Accountability and measurement:** We regularly monitor and report gender equality metrics (including pay equity, promotions and leadership representation) to our Board and leadership teams, ensuring transparency and ongoing progress toward closing the gender pay gap.

At CareSuper we believe that everyone, no matter their gender, should have equitable access to opportunities and is treated with respect, fairness and dignity. This lies at the heart of our gender equity and broader work on diversity, equity and inclusion. We believe that these initiatives, combined with our ongoing commitment to building a great work culture and environment, will contribute to closing the gender pay gap and furthering our mission of creating a workplace where every individual can thrive.