

Our commitment to gender equality

Reporting period: 1 April 2024 - 31 March 2025



CareSuper is committed to fostering a workplace that is fair, inclusive, and supportive for all our people.

We know that diversity and equitable access to opportunity enables our people to thrive and strengthens our ability to deliver exceptional service to our members. Gender equality is fundamental to how we attract talent, make better decisions, and deliver strong outcomes for our members over the long term. This commitment is reflected in our people practices, policies, and organisational culture, which prioritise transparency, fairness, and equal opportunity.

Our gender pay gap

The gender pay gap measures the difference between average earnings of women and men across an organisation. It is distinct from equal pay for equal work, which is a legal requirement in Australia. The gender pay gap is influenced by factors such as the distribution of men and women across roles, seniority, and functions.

For the 2024–25 reporting period, CareSuper's average total remuneration gender pay gap is 14.1%. This result is 4.7% better than our industry comparison benchmark, and while we have a number of initiatives in place to reduce this gap, we are committed to progress that will help close the gap entirely.

We focus primarily on the average total remuneration gender pay gap, as it reflects the combined impact of base pay, incentives and representation across the organisation.

These results are consistent with prior reporting periods and reflect our current workforce composition, including the impact of transitional arrangements.

Reflecting strong progress, women have comprised 60% of manager appointments and 58% of non-manager appointments, further strengthening representation in roles that influence long term pay equity.

Our actions

We remain committed to promoting gender equality and reducing the gender pay gap through sustained cultural, structural and practice-based changes. Key initiatives include:

Ensuring pay equity

- Conducting regular pay equity reviews and monitoring remuneration outcomes to ensure fair and consistent pay decisions across all levels.

Building leadership representation

- Investing in leadership development and targeted capability building programs.
- Improving succession planning and career pathways for women at all levels.

Supporting families and flexibility

- Providing 17 weeks of paid parental leave for all genders, increasing to 20 weeks by 2027.
- Providing up to 12 months paid superannuation on unpaid Gender Affirmation Leave.
- Continuing superannuation payments on both paid and unpaid parental leave.
- Continuing flexible work practices to support equal access.

Inclusive hiring and promotion practices

- Using inclusive language tools in job ads.
- Applying structured interviews and diverse hiring panels to reduce bias.
- Benchmarking salaries externally to ensure fair and competitive offers.

Improving measurement, accountability, and reporting

- Monitoring gender metrics across recruitment, promotions, turnover and representation.
- Reporting regularly to the Executive and Board.
- Aligning actions with our broader People Strategy.

Progress against these actions is monitored through regular reporting to the Executive and Board, ensuring accountability and sustained focus.

Our commitment

Closing the gender pay gap is a sustained, long-term effort requiring consistent action, transparency and cultural focus. We remain committed to creating an environment where all employees can thrive – supported by equitable policies, fair pay, inclusive opportunities and a strong sense of belonging.

Over the next reporting period, we will continue to progress against our selected gender equality targets in line with our WGEA reporting obligations, reinforcing our commitment to fair outcomes, inclusive opportunity and long-term equity across the organisation.

