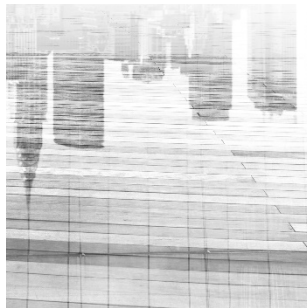


2024



**GENDER PAY GAP  
EMPLOYER STATEMENT**



# Gender Pay Gap - Employer Statement

## 1. Overall approach

HWL Ebsworth is committed to assisting all employees to reach their potential and be rewarded appropriately for their contribution to HWL Ebsworth and our clients, irrespective of gender, background, beliefs and physical characteristics.

While HWL Ebsworth's approach is to select the most appropriate individuals for each role, regardless of gender, we are concentrating on identifying any particular challenges or hurdles that female team members may face which could hinder their ability to progress or succeed in their roles. HWL Ebsworth strives to remove any such factors to the greatest degree possible.

Remuneration within the firm is based on an employee-by-employee merits analysis, with the performance and contribution of each team member analysed carefully before setting their remuneration.

We strongly believe that achieving greater diversity and equality will allow our firm and our clients to benefit from the broadest possible pool of expertise and decision making available within our industry.

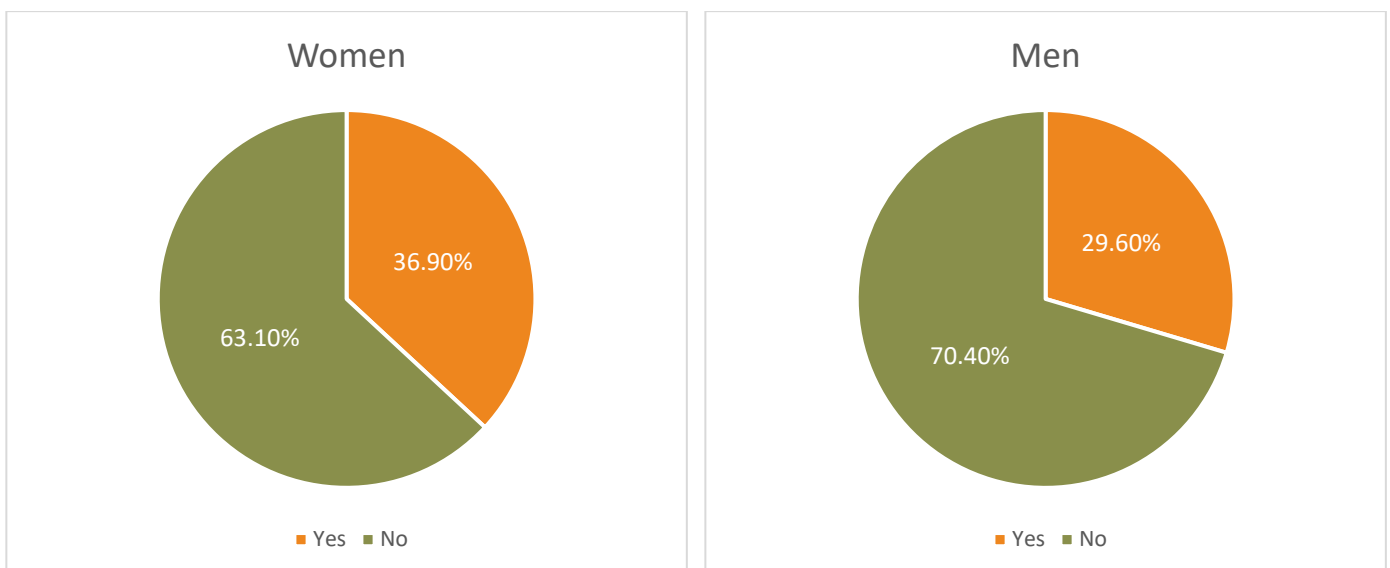
## 2. Gender pay gap

HWL Ebsworth's average total remuneration gender pay gap for 2022-2023 was 12.0% and the Industry Comparison Group (Legal Services - 1,000 to 4,999 employees) was 14.2%.

When considering the median total remuneration gender pay gap for 2023, HWL Ebsworth's gap was 11.1% compared to the Industry Comparison Group's outcome of 17.5%.

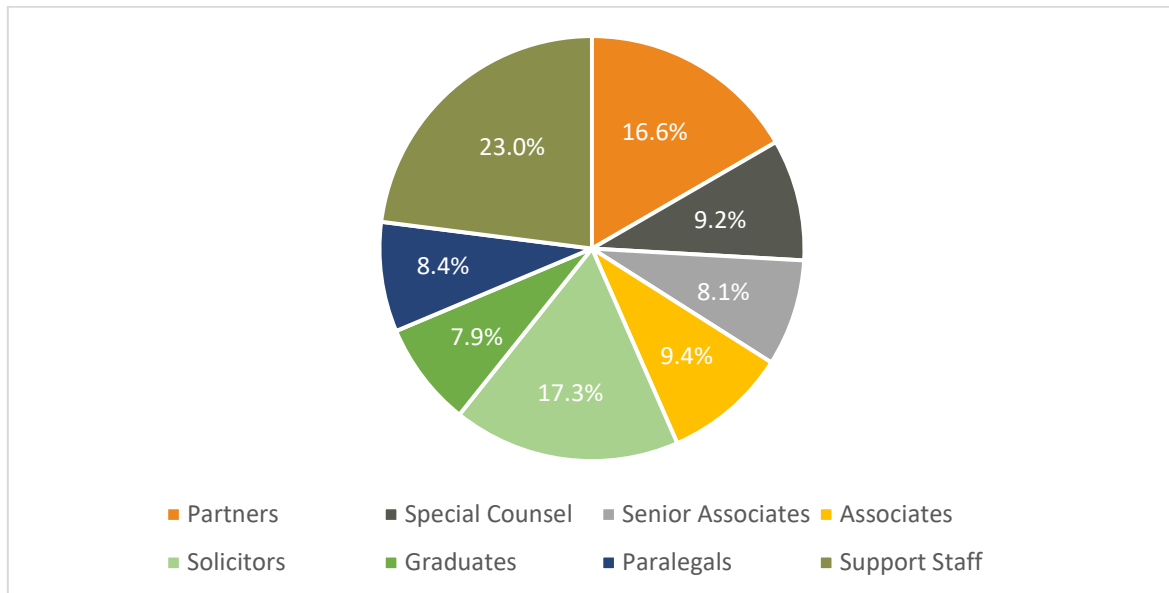
While the firm's gender pay gap using both the average and median tests is less than that of the broader industry grouping of large law firms in Australia, we recognise that we can and should improve those statistics and we will continue to seek to do so.

The proportion of women and men who received a bonus during the survey period was as follows:

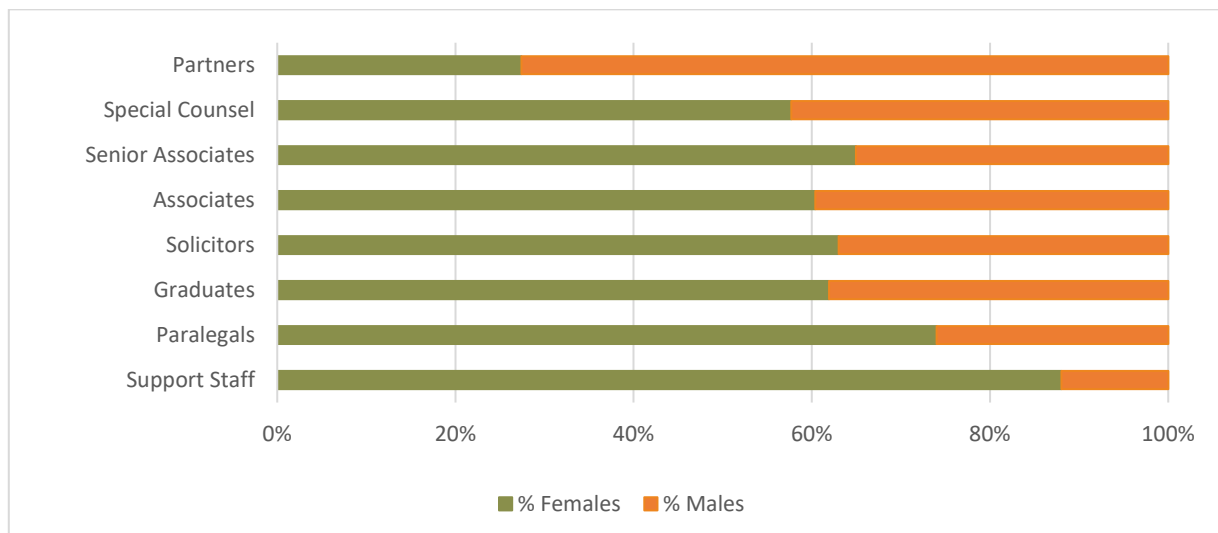


### 3. Organisational context

HWL Ebsworth's staff can be divided into the following categories based on roll within the firm:



At the time of this survey, the gender balance of HWL Ebsworth's team members by role category was as follows:



## 4. Gender pay gap drivers

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The key driver of HWL Ebsworth's gender pay gap is the very high proportion of females within our Paralegal and Support Staff categories. In general, the remuneration of those roles is below that of our legally qualified staff. This is demonstrated by the absence of any material difference in average remuneration for men and women in any of the categories consisting of legally trained staff.

Each year, we undertake a detailed review of the remuneration across each individual category of employee. That review looks at both the average remuneration for males and females, and the distribution of those individual team members' remuneration. We are pleased to confirm that we have found no material variance between the remuneration of males or females in any category of employee.

## 5. Strategy

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A key priority of the firm is to continue to improve gender balance throughout our business. We believe that our focus on equality and our current initiatives will assist in increasing the representation of women in more senior roles across the firm and to reduce our gender pay gap. We will continue to monitor our progress in this regard and will modify our approach if required in order to achieve that goal.

Our strategy incorporates the following components:

- **Removal of potential hurdles** - We will continue to engage openly with our team members as a way to identify any particular challenges or hurdles that female team members may face which could hinder their ability to progress or to succeed in their roles.
- **Regular review of firm policies** - The firm will continue to actively review our policies in areas such as anti-discrimination, remote working, parental leave, flexible working arrangements (including part time and job sharing) and professional development policies to ensure that all of our team members are provided with the necessary support to thrive within our firm.
- **Recruitment** - When engaging with our external recruitment firms, we seek to identify opportunities to access a diverse pool of potential candidates and to attract women to senior roles across the firm.
- **Training and Development** - In recent years, the firm has launched a dedicated training program for senior legal staff members to assist them in developing the necessary business and personal capabilities to progress towards partnership. In each year, the number of females participants has exceeded the number of male participants.