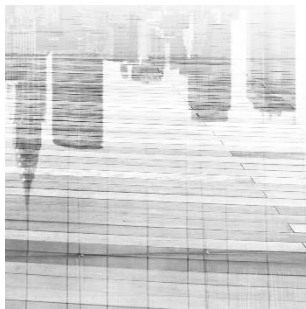




HWLE GENDER PAY GAP EMPLOYER STATEMENT 2023 - 2024



Gender Pay Gap - Employer Statement

1. Overall approach

HWL Ebsworth is committed to creating a diverse and inclusive environment where all employees reach their potential and are rewarded appropriately for their contribution. We are dedicated to identifying and addressing challenges or hurdles that may be faced, or which could hinder an individual's ability to progress or succeed in their role.

Our strategy to enhance diversity and inclusion at the firm includes ensuring we have gender equality. This is supported by a number of initiatives that cover current policies and training programs across the whole employee lifecycle. We continuously evaluate and evolve these programs and policies to ensure we are meeting the needs of our people, proactively addressing challenges and positively impacting the culture of the firm.

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

It is important to note that in determining the gender pay gap, WGEA considers the gender pay gap to be the difference in pay between male and female employees, expressed as a percentage. The gender pay gap is different to gender pay equality or equal pay where employees are paid the same for performing the same or comparable work.

HWL Ebsworth's average total remuneration Gender Pay Gap for 2023-2024 was 14.7% and the Industry Comparison Group (Legal Services - 1,000 to 4,999 employees) was 12.8%.

When considering the median total remuneration Gender Pay Gap, HWL Ebsworth's gap was 18% compared to the Industry Comparison Group's outcome of 17%.

The firm's foundation is built on a merit-based approach, and this approach is the cornerstone of everything we do, from recruitment and progression to rewarding our people. 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 and reviewing remuneration.

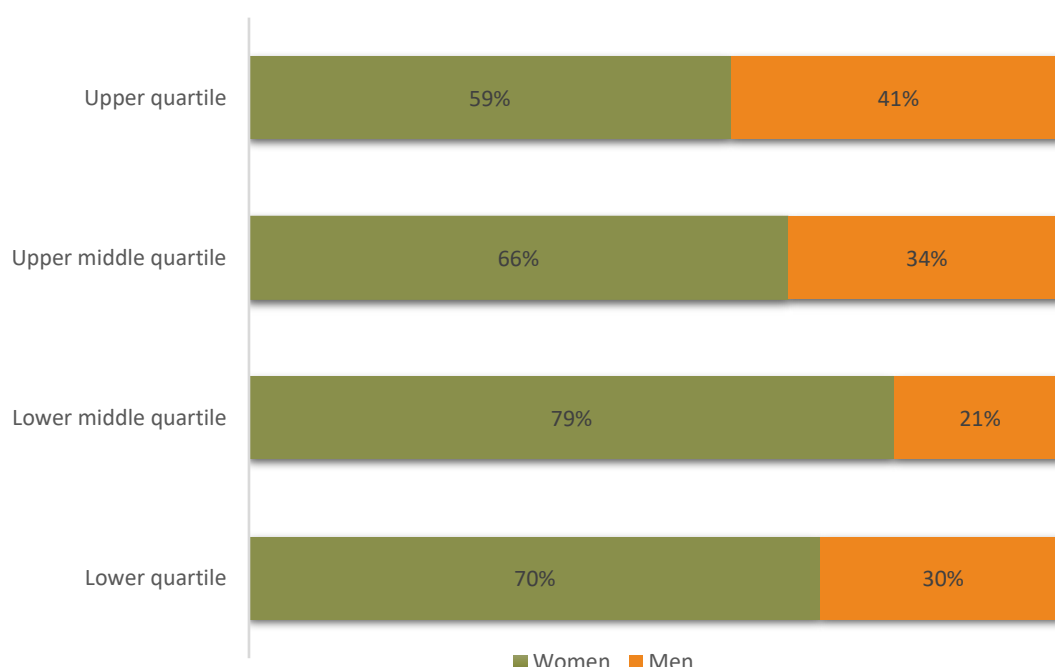
HWLE recognises that addressing the gender pay gap is complex and more can and should be done to improve those statistics. We are taking active steps in each of the six gender equality indicators to help reduce the gender pay gap.

2. Gender composition and key drivers

A key driver of HWL Ebsworth's gender pay gap is the very high proportion of women within the lower quartiles which includes support level roles. In comparison, the upper quartiles feature legally qualified employees. This driver is also consistent with the industry comparison results.

Consistent with the firm's objective to focus on progression, retention and creating a hurdle-free track to leadership, in the last year we have increased representation of women in leadership roles within management and operational teams. HWLE recognises that disproportionate gender representation at the leadership levels can be a driver for the gender pay gap; our focus continues to be our merit-based approach as well as delivering on our targeted strategy and actions (including those set out in this document).

The chart below displays the gender composition of the pay quartiles of all employees.



3. Strategy and actions

The firm recognises that attracting and retaining a diverse pool of talent will always be one of our key priorities. We are continuing to monitor our progress while implementing both new and refreshed initiatives that will assist us in meeting this goal.

Our current strategy incorporates the following components:

- **Gender neutral, flexible parental policy:** Our parental leave policy offers 26 weeks of paid parental leave regardless of whether the employee is the primary or secondary caregiver. We also offer paid parental leave for pregnancy related situations such as fertility support and pregnancy loss. For any additional unpaid parental leave, we pay superannuation while the employee is away from the firm.
- **Using data to inform decisions:** We analyse data for every employee at regular intervals across their entire employment lifecycle to ensure we are actively managing remuneration, performance and progress. This includes a review of new starter salaries on commencement, remuneration pay equity audits and reviewing feedback received from employees and partners.
- **Performance and capability management:** Our talent and capability framework and programs have been refreshed to provide more information about career progression and the internal programs that support this.
- **Removing potential obstacles to growth:** We actively seek to identify challenges that team members may face which could hinder their ability to progress or to succeed in their roles, and we work with them to find the best path forward.
- **Regular review of firm policies:** The firm continues to review and revise policies in areas such as respectful workplace behaviour, remote working, parental leave, flexible working arrangements and professional development policies. We want to ensure that all team members are provided with the necessary support to reach their potential within our firm.
- **Recruitment:** When engaging with our external recruitment firms, we seek to identify opportunities to access a diverse pool of potential candidates. We are continuing to improve our talent processes and are increasing our training to minimise the impact of conscious or unconscious bias as part of the decision making.
- **Training and development:** The firm has launched a number of dedicated training programs targeting each level of our legal staff members to develop the necessary business and personal capabilities to progress to more senior leadership roles. These programs continue to be augmented and refined based on participant feedback.