

# 2024 Gender Pay Gap

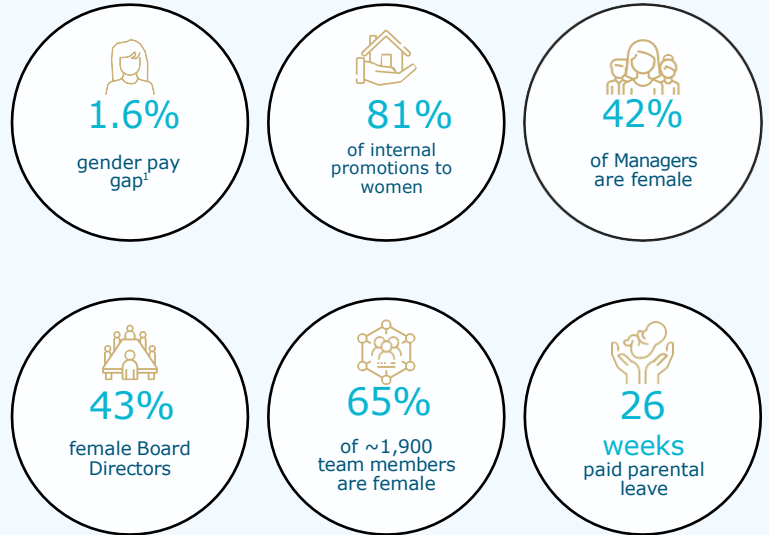
## Employer Statement

### Our Commitment

At Ingenia we've demonstrated our commitment to gender diversity since our inception. It starts at the top with balanced representation at the Board and Executive level and is promoted at all levels of our ~1,900 strong workforce.

We embrace and value all employee differences including gender, age, culture, and ability and support all to realise their potential and pursue their career goals. We firmly believe different perspectives and experiences make us a more successful, sustainable, and connected organisation for our people, our residents, guests, and securityholders.

We track and seek regular feedback on our progress, including our progress towards achieving the 40:40 vision initiative led by HESTA for gender balance in executive leadership by 2030.



**83% of respondents to our 2024 employee survey agreed that 'all individuals, regardless of their background, have equal opportunities to succeed at Ingenia'.**

### Appoint on merit and fair pay – the core of equality

Appointments based on merit and paying fairly, irrespective of gender, is at the core of equality.

We apply conscious attention to pay positioning at all points of the people process, specifically when we hire; when we promote internal talent; and when we conduct our annual remuneration reviews.

On top of this, we look at job design, technology and work structure to create advancement opportunities which in turn increase earning capacity.

For the 2024 reporting period our gender pay gap is 1.6% (median) and 13.5% (average) compared to an Australian average of 18.3%. Whilst this is an admirable outcome, we are committed to maintaining fairness.

### What's driving the difference between Median and Average?

Women make up 65% of our workforce which is unsurprising given the significant disproportion of females in hospitality where we employ the greatest number of people. The reason we have a difference in median and average can be attributed to:

1. 54% of our workforce are casual workers and 69% of this group is women.
2. At the senior leader level, where salary is higher, we have a lower representation of women at 35%.

In short, we have a larger number of women in lower paying positions compared to men. Pleasingly the commitment and practices put in place to see more women move into higher paying roles is being evidenced through a higher proportion of promotions.

1. As at FY24 reporting period for Median Total Remuneration

## How we're helping close the gap

### People development

Increased and focused investment into people development to grow internal talent and increase internal promotions.

### Generous parental leave and benefits

We provide 26 weeks of full paid parental leave and pay superannuation for the full 12 months of leave.

### Flexible working arrangements

Flexible work options and a culture where people can be their authentic self.

### Networking opportunities

Continued involvement in network groups and industry bodies which help promote females in non-traditional roles.

### Transparency and reporting

Ongoing transparency and reporting to security holders the Board on our pay gap and gender initiatives.

## + Case Study

### Meet Misty and Riana



We proudly invest in our people by providing opportunities for skill development, career advancement, and personal growth. Through training programs, mentorship, and a commitment to individual aspirations, we aim to empower our team members to build meaningful, long-lasting careers and ensure they thrive and succeed throughout their time with us.

Misty Lovis and Riana Simmons are great examples of thriving female leaders. Misty joined us as an administration assistant at our site, The Grange, in 2017 and within a year stepped into a Relief Manager role.

Shortly after Misty was promoted to the position of Community Manager and in 2021 was offered the role of Area Manager for Ingenia Lifestyle NSW overseeing 7 communities across NSW. Her work has been recognised with awards internally and externally including Employee of the Year.

Riana joined us in 2018 as an Administration Assistant in our Asset services team based in Brisbane. She soon progressed to Contracts Administrator and more recently was promoted to National Resales Manager, overseeing a team and leading the Ingenia approach to the re-sale of established homes. Riana has invested in her own development, taking on additional projects and making the most of Ingenia learning programs.

Congratulations Misty and Riana!

### Our Diversity and Inclusion policy endorsed by the Ingenia Board, outlines key objectives:

- 1 Maintain our gender representation
- 2 Focus on gender pay equity, through thoughtful consideration of pay parity in every pay decision
- 3 Deliver initiatives that support the diversity of our people and build inclusion at all levels
- 4 Support our communities through recognition of cultural diversity, charity and volunteering
- 5 Create employment opportunities for disadvantaged groups
- 6 Communicate internally and externally to promote a diverse and inclusive workforce



### More Information?

Visit our Ingenia website to view how we're tracking against our diversity and inclusion targets in our annual report and in our ESG reporting as well as view our Diversity and Inclusion policy.

[www.ingeniacommunities.com.au](http://www.ingeniacommunities.com.au)