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**WGEA STATEMENT**  
**Pitcher Partners Melbourne**

## Creating a workplace where everyone can thrive

At Pitcher Partners Melbourne, our people are at the heart of everything we do. We believe success is better shared, so we are committed to creating an environment where every person feels valued, supported, and able to thrive.

Care is central to how we work - care for each other, our clients and the communities we serve. We listen, we collaborate, and we strive to build a workplace where everyone feels safe, included, and empowered to bring their whole selves to work.

We're a dynamic and forward-looking firm that embraces possibility and is open to new ways of thinking and doing. We celebrate the diversity of our team and the unique contributions each person makes.

This year our gender pay gap shifted positively. Compared to 2023-24 we achieved a 2.5% decrease in median total remuneration and 5.9% decrease in median base remuneration.

## Understanding the gender pay gap

WGEA reporting outlines the difference in earnings between women and men - the 'gender pay gap'. This is distinct from equal pay which means women and men are paid the same for the same, or comparable, job.

The gap is expressed as a percentage, comparing earnings between men and women. A positive percentage means men are earning more. A negative percentage means women are earning more.

Table 1 provides a summary of the firm's 2024-25 gender pay gap, compared with our industry class (Professional, Scientific and Technical Services).

**Table 1**

Gender pay gap	Pitcher Partners	Industry comparison
Average (mean) total remuneration	13.2%	15.7%
Median total remuneration	7.4%	14.0%
Average (mean) base remuneration	11.0%	13.5%
Median base remuneration	5.0%	12.8%

## What's shaping our gender pay gap

Our gender pay gap is primarily influenced by the distribution of roles within our workforce, with a greater number of men in senior roles and more women in administrative and analyst level roles, as illustrated in Table 2.

It is not the result of unjustifiable pay inequities. We can confidently state this because we undertake regular, structured reviews to identify and address any potential gender-based pay disparities. These reviews occur at key points throughout the year.

**Table 2**

Workforce composition	Pitcher Partners		Industry comparison	
	Women	Men	Women	Men
Total remuneration (full-time equivalent)				
Upper quartile	39%	61%	28%	72%
Upper middle quartile	56%	44%	38%	62%
Lower middle quartile	58%	42%	47%	53%
Lower quartile	50%	50%	55%	45%

## What we're doing to advance Diversity, Equity and Inclusion

Our approach is guided by our employer value proposition, *Lead Your Way*, which reflects our commitment to helping every person shape a career that aligns with their ambitions, strengths and life.

All our leaders align to an agreed way of working and leading. Our Diversity, Equity and Inclusion Policy demonstrates our dedication to building a diverse, equitable and inclusive environment where all people feel safe, valued and supported.

Our key initiatives that support our vision include:

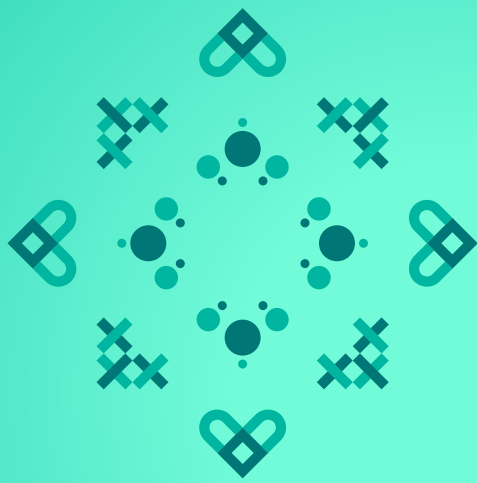
- **Parents and Carers Network** (launched in January 2025): fostering connection and peer support for our people who have caregiving responsibilities, including as they return to work.
- **Enhanced parental leave**: increasing paid parental leave to 20 weeks for primary carers and 8 weeks for secondary carers and providing flexibility for this to be taken over two years.
- **Pitcher Partners Women's Network**: where we offer a platform for women and gender diverse people across the firm to connect, collaborate, and learn together.
- **Balanced leadership development**: ongoing review of gender participation in our leadership programs to achieve equal access to opportunity.
- **Ongoing 'equal pay' reviews**: conducted regularly to maintain pay equity.
- **Gender targets**: in our Early Careers programs to achieve equal representation.
- **Targeted recruitment strategies**: to strengthen gender representation for roles traditionally dominated by men. Alongside this, we have implemented an Inclusive Recruitment and Selection Policy.

## Our ongoing commitment

At Pitcher Partners, equity isn't just a principle we acknowledge – it's a commitment we act on, every day, through inclusive practices, fair opportunities and a culture built on care.

As we look to the future, we're energised by the possibilities. We know meaningful change comes from real action - from reviewing systems, challenging assumptions, listening to our people and building a genuinely inclusive culture.

**We're committed to offering a workplace where every person feels genuinely invested, positively connected and inspired by their own potential. And we will continue using our collective strength to build better relationships, better results and a better place to work, together.**



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