



Gender Pay Gap Employer Statement

Contents

Foreword	3
Gender Pay Gap Over Time	4
Gender Pay Gap	5
Results	7
Our Commitment	8
Definitions	10

Foreword



The Access Hardware Group (which includes Access Hardware Pty Ltd, Access Hardware TAS Pty Ltd & Access Doors TAS Pty Ltd) is a family owned and operated Australian organisation, established in 1975. We have substantial diversity in our workforce, employing over 250 staff across Australia with positions that cut across the Building & Construction, Manufacturing, Warehousing, Locksmithing and Electronic Security.

At Access Hardware Group, we are committed to fostering an inclusive and diverse workplace where all employees are treated with fairness and equity. We recognise the importance of transparency in addressing gender-related issues, including the gender pay gap. Access Hardware Group regularly review our recruitment, compensation, and advancement structures to ensure they are transparent, unbiased, and reflective of merit and achievement.

This statement outlines our commitment to understanding, addressing, and ultimately reducing gender pay disparities within our organisation.

Spencer Lowndes

Managing Director



Gender Pay Gap Over Time

Australia's Total Remuneration Gender Pay Gap is 21.7%.

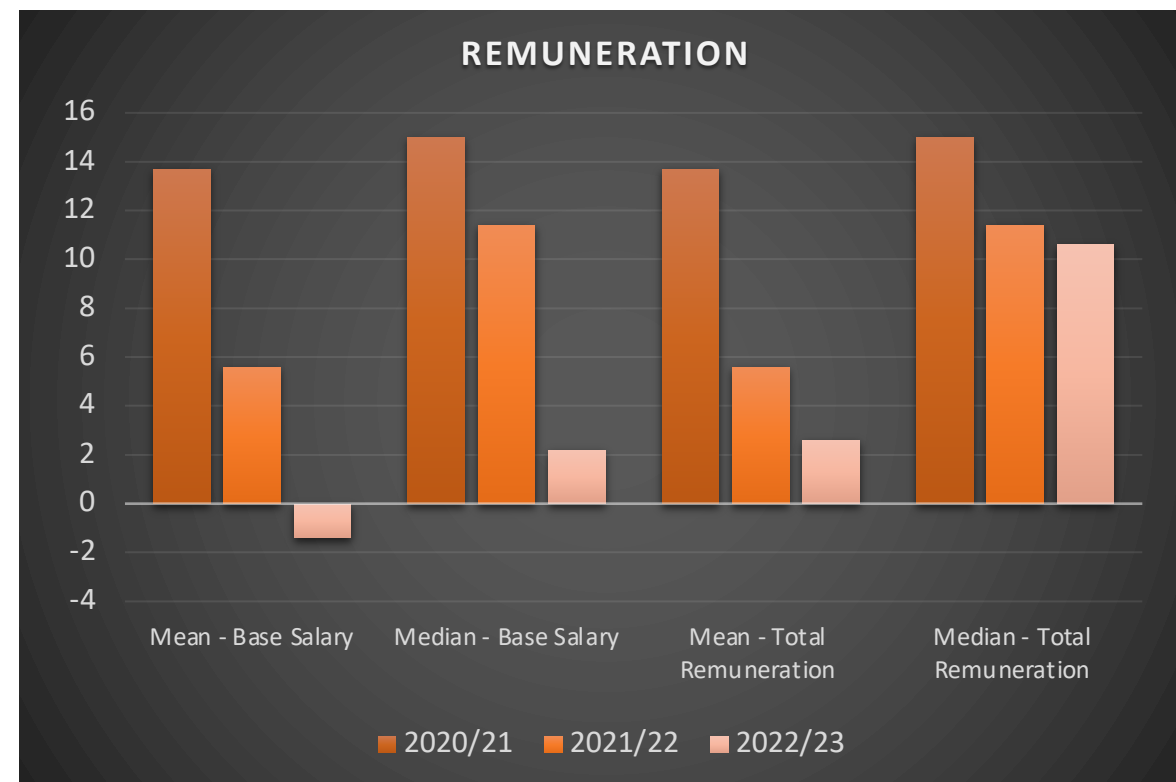
Access Hardware Group's Gender Pay Gap overtime is depicted below;

REMUNERATION	2020/21	2021/22	2022/23	Benchmark
Mean - Base Salary	13.7	5.6	-1.4	13.5%^
Median - Base Salary	15	11.4	2.2	
Mean - Total Remuneration	13.7	5.6	2.6	16.6%^
Median - Total Remuneration	15	11.4	10.6	

A positive percentage indicates male employees are paid more on average than female employees. A negative percentage indicates female employees are paid more on average than male employees in the organisation.

**We discovered that our results provided to WGEA were based on base salary only, and have now updated our figures to also include results based on total remuneration.*

^Industry Comparison Group (Wholesale Trade).



Gender Pay Gap

We recognise that, at this point in time, the WGEA reporting only takes into account two genders, male and female. We are a business that understands that there are far more than this when it comes to gender identification, and we focus on increasing and valuing all within our business.





Gender Pay Gap

Gender Pay Gap vs Equal Pay for Equal Work

Equal Pay for Equal Work refers to the principle that individuals receive equal pay for the same or very similar work, regardless of their gender (or any other non-relevant factors such as race, age or sexual orientation). For example, employees with the same job title, level of experience, and responsibility, being paid the same salary, regardless of gender.

Gender Pay Gap is a much broader measure that reflects the average difference in pay between males and females across the workforce, regardless of their roles, working hours, seniority or job functions. For example, male and female employees across a business being paid the same salary regardless of their job title, function, level of experience, or seniority.

The WGEA currently reports on the Gender Pay Gap, not Equal Pay for Equal Work.

Understanding both concepts is crucial for addressing gender inequality in the workplace and society.

While legislation can enforce equal pay for equal work and businesses can ensure this happens, bridging the gender pay gap (i.e. male and female employees across a business being paid the same salary regardless of their job title, function, level of experience, or seniority) requires societal changes, including shifting cultural norms, and addressing occupational segregation.

While we continue to focus on attracting and retaining females into all roles in our business and ensuring gender does not impact Equal Pay for Equal Work, the Gender Pay Gap across Australia will improve as the country takes steps towards addressing embedded inequity and societal norms.

Results

Access Hardware Group's:

- Current *median* **base remuneration Gender Pay Gap** is 2.2%. This gap is influenced by various factors, including differences in roles, levels of experience, gender representation in positions and departments, and years of service (many of our employees have significant years of service - some with over 30 years, most of whom are male - contributing to increased salaries as a result of experience and CPI).
- Current *mean* **total remuneration Gender Pay Gap** is 2.6% and *median* **total remuneration Gender Pay Gap** is 10.6%. In addition to the factors listed above, this gap is additionally impacted by gender representation in specific roles (such as Trades & Sales) that frequently incur additional payments on top of base salary (e.g. Overtime, On Call rates, and Sales based incentive payments).
- **Gender Pay Gap** has steadily closed over the last three years of reporting.
- **Average Gender Pay Gap compares favourably** to both the Industry and Australian comparison points.



Our Commitment

- 1. Equal Pay for Equal Work:** We are dedicated to ensuring gender has no impact on 'equal pay for equal work' in our business. Our compensation processes are designed to be fair and transparent, and we regularly review them to identify and rectify any variables that may lead to disparities.
- 2. Listening to Our Employees:** We provide regular opportunities for employees to share feedback around how we can continue to improve our work practices and benefits.
- 3. Supportive Work Practices & Benefits:** We continually seek to update our work practices and benefits to ensure the workplace is welcoming and supportive of all employees regardless of gender. Examples of this include flexible working arrangements and paid parental leave.
- 4. Regular Pay Reviews & Benchmarking:** We conduct regular pay reviews to assess our compensation structure and identify any potential pay gaps. We also complete regular internal and external salary benchmarking comparisons to ensure salaries are at the right level for the position, responsibilities, and level of experience (ensuring Equal Pay for Equal Work).
- 5. Education and Training:** We are committed to providing ongoing training for our employees and leadership to raise awareness about gender pay gaps and promote a culture of equality. This includes addressing unconscious biases that may contribute to pay disparities.
- 6. Career Development Opportunities:** We actively promote equal opportunities for career development and advancement within our organisation. We strive to create an environment where individuals can excel based on their skills, experience, and contributions, without being hindered by gender-related barriers.
- 7. Continue to Increase Diversity in Overall Business & Leadership:** We plan to introduce additional forums with our female employees to better understand female gender barriers within our organisation & industry.



Our Commitment

We understand that achieving gender equality is a complicated and ongoing process that requires continuous effort. As an organisation, we are committed to regularly reviewing our policies and practices, seeking input from our diverse workforce, and adapting to new insights and best practices. While we work towards removing gender disparities, ultimately we also strive to have the most talented people regardless of gender.

Access Hardware Group will continue to work on being a workplace where employees feel valued, respected, and have equal opportunities for professional growth and success.



Definitions

Equal Pay for Equal Work	Equal Pay for Equal Work refers to the principle that individuals receive equal pay for the same or very similar work, regardless of their gender (or any other non-relevant factors such as race, age or sexual orientation).
Gender Pay Gap	Gender Pay Gap is a much broader measure that reflects the average (or median) difference in pay between males and females across the workforce, regardless of their roles, working hours, seniority or job functions. This is the data currently reported by the WGEA.
Mean	The average is one way of measuring the central tendency of a data set (e.g. the central tendency of salaries within a business). It is calculated by adding a set of values (e.g. salaries) and then dividing by the number of values in the set (e.g. number of employees).
Median	The median is another way of measuring the central tendency of a data set. It is the mid-point of a set of values (e.g. salaries), calculated by spreading all values along a number line and taking the value in the middle. Unlike the average, the median is the exact middle value, separating the lower and higher values and is less impacted by extreme values ('outliers').
Base Salary	Base Salary is an employee's base salary plus superannuation.
Total Remuneration	Total Remuneration is an employee's Base Salary plus any additional payments including but not limited to overtime and bonuses and incentives.

