

Gender Pay Gap 2024 Statement

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In the spirit of reconciliation, Sparke Helmore acknowledges the Traditional Custodians of the country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander people today.

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HELMORE
LAWYERS



Our gender pay gap (2022-23)

What is the gender pay gap?

- The difference in the median earnings between females and males in the workplace. It's different to women and men being paid the same for the same, or a comparable, job (this is 'equal pay').

Sparke Helmore Lawyers gender pay gap

- Sparke Helmore has a **11.8% gap between males and females** as of 1 January 2023.
- The industry comparison for Sparke Helmore is other legal services organisations with a headcount of between 500-999.
- Our gender pay gap is 5.3% lower than the average within our industry comparison group.

The drivers behind our pay gap

- To close our gender pay gap we need to:
 - Increase the proportion of women in some specialised senior manager levels within some of our Business Services teams.
 - Decrease the proportion of women in Legal Support roles.

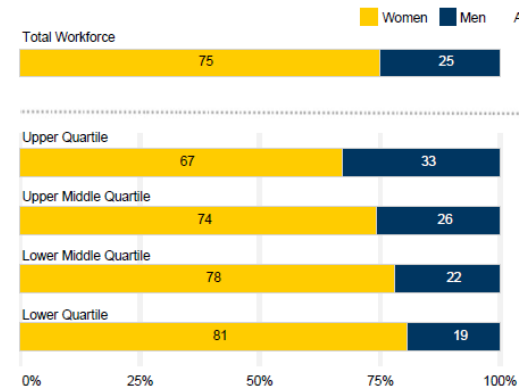
Median Gender Pay Gap

All employees	Sparke Helmore 2022-23	Industry comparison
Median total remuneration	11.8%	17.1%
Median base salary	11.8%	18.3%

Median gender pay gap is the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest.

The data set excludes partner and contingent worker remuneration.

Gender Composition by pay quartiles



Our ongoing commitment and approach to achieving gender equality

At Sparke Helmore, we are proud of our commitment to progressing gender equity.

Approximately 75% of our workforce are female. Female representation at Partner level has increased from 22% in 2012 to 42% today. However, we know we have work to do.

Our focus is on:

1. Annual gender pay gap reporting to the Board
2. Pay equity analysis during annual remuneration process
3. Continuing to monitor and apply gender equity principles, and address any potential risk of bias during remuneration reviews
4. Continued development and progression of female talent, who represent approximately 75% of our workplace.

Our current gender pay gap – 1 January 2024

Since January 2023, our **firm wide pay gap has reduced to 9.85%**.

When considering the three cohorts of our firm structure (Legal, Business Services and Legal Support) we are further able to understand the dynamics at play internally which influence our pay gap %.

Cohort	% gender pay gap – 1 January 2024 (average total remuneration)
Legal staff	0.72%
Business Services	5.63%
Legal support	-12.15%

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